- A8965-1U (A) 3/86 -

SLA
Triennial
SALARY SURVEY
1986

"It's
a matter of
money"

SLA
Triennial
SALARY SURVEY

SPECIAL LIBRARIES ASSOCIATION
WASHINGTON, D.C.
1986

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Special Libraries Association
1700 Eighteenth St. N.W.
Washington, DC 20009

Printed in the United States of America

Library of Congress Cataloging in Publication Data
Main entry under title:

SLA triennial salary survey.

1. Librarians—Salaries, pensions, etc.—United States. 2. Special librarians—Salaries, pensions, etc.—United States. 3. Library surveys—United States. I. Special Libraries Association. II. Title: S.L.A. triennial salary survey.
Z682.3.S58 1986 331.2'8102'0922
ISBN 0-87111-316-3 LC 86-1847

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SLA SALARY SURVEY: SCOPE AND PURPOSE:

THE 1985 SALARY SURVEY is the 7th triennial salary survey of SLA members to be conducted by the Special Libraries Association. Previous surveys have been published in *Special Libraries (1-5)*. The objectives of the surveys are:

- To obtain systematic accurate information about the salaries of special librarians and information personnel;

- To establish a data bank from which inquiries about salaries can be answered for members of the Special Libraries Association, for persons engaged in personnel and recruitment activities, and for persons planning special library careers;

- To enable SLA members to assess their own salaries in view of the numerous variables.

The Association's salary surveys have been undertaken on a triennial schedule since 1967. The 1985 survey is the seventh triennial survey. The first salary survey was conducted in 1959; however, no surveys were taken during the years 1960-1966.

In recent years it has become apparent that annual updates to the triennial salary surveys would be necessary to keep pace with rapidly changing economic conditions. In 1980 and 1981 the first two annual updates were made. The updates sample 25% of the membership using a shortened survey instrument. Annual updates have continued to be taken in the years between each triennial survey.

Respondents who reported that they were unemployed on April, 1985, or who reported only part-time employment, were not included in calculations of either means or medians. The reported salary means and medians represent respondents employed on a full-time basis and those whose academic year basis could be converted to a calendar year equivalent (by computer conversion).

In the published reports of the 1976 and 1979 triennial surveys, salaries were presented in terms of percentiles instead of the arbitrary $1,000 ranges of previous survey reports. This format has been retained for the 1979-1985 survey report. The desirability of a presentation in terms of percentiles has frequently been recommended to the Association by salary administrators and by the administrators of personnel departments. Data are reported for the 25th, 50th, and 75th percentiles where the 50th percentile is the median. Instead of reporting the lowest ad highest salaries, the average of the lowest 10% and the average of the highest 10% are reported. This method prevents possible identification of individuals at the low and high extremes.

In 1982, the SLA Statistics Committee assisted with the revision of the salary survey instrument and suggested several improvements in the way the collected data are used in the survey report. Based on the Committee's suggestions we add additional comparisons to the 1982 survey report. One of the major features was an industry breakdown by geographic area. Thus, banking librarians can review salaries in their part of the country as well as nationwide. Other additions include the comparison of salaries with job titles and with budget ranges. In addition, data for the United States and Canada are in separate tables.

Survey Questionnaires

In an effort to reach all SLA members in a timely and efficient manner, the Association mailed the 1985 salary survey questionnaire first class along with a letter from the president.

As of April 1, 1985, 9,691 members and associate members received the salary survey in their mail. Recipients were requested to report their salary as of April 1, 1985 and to return the questionnaire by May 14, 1985.

Returns from 5,913 members were received by the deadline, giving the association a 65% response rate. This is comparable to previous triennial surveys.

Mean and Median Annual Salary in 1985

The mean (average) basic annual salary of SLA members on Apr. 1, 1985 was 32,696 for Canadian members and $28,943 for members in the U.S.

The survey indicates increases in median salaries from 1984 to 1985 ranging from 6.3% up to 6%. The median salary in dollars for 1985 ranges from $24,500 in the East South Central region to $29,192 in the Pacific region. The overall median salary in the U.S. was $27,280. The median salary for Canada, reported in Canadian dollars, is $31,746.

The median is an arithmetic average which represents the salary at the center of the distribution. Half the salaries reported are less than the median, and half are greater than the median. When the median salary for any group is less than the mean salary, more respondents are below the average than above. With a few exceptions in this report, the medians are less than the means.

By the definition of the median as just stated, the median is also at the 50th percentile of the respondents. Similarly, one-quarter of the salaries reported is less than the 25th percentile. Three-quarters of the salaries reported are below the 75th percentile; or stated in other words, the 75th percentile shows that one-quarter of the salaries reported is above the 75th percentile.

Table la lists the basic annual salary of SLA members for 1967, 1970, 1973, 1976, 1979, 1982, and 1985. These figures are depicted graphically in Figure 1.

	Questionnaires Mailed	Usable Responses	
1967	5,752	3,876	(67%)
1970	5,975	3,594	(60%)
1973	6,108	3,893	(64%)
1976	6,974	4,233	(61%)
1979	9,442	4,997	(53%)
1982*	9,128*	3,255	(36%)
1985	9,691	5,913	(65%)

**Salary Survey was included in the SpecialList with the instruction that only SLA members and associate members return it. The figure represents membership count as of April 1 and the responses represent the returns from members and associate members.*

CPI and Mean Salary

The Consumer Price Index (CPI) is a statistical measure of change, over time, in the prices of goods and services in major expenditure groups—such as food, housing, apparel, transportation, medical care and entertainment—typically purchased by urban consumers. Essentially, it measures the purchasing power of consumer dollars by comparing what a sample "market basket" of goods and services costs today with what the same sample market basket cost at an earlier date.

In the report of the 1976 Salary Survey it was noted that during the period 1967-1976, the percentage increase in the mean salary of SLA members and the CPI was the same. The 1979

survey indicated that the mean salary of SLA members is no longer keeping pace with the CPI. In 1985, this is again the case. Table 1b shows that while the mean salary has increased 131.2% since 1970 the CPI has increased 177.9%. The CPI is a measure of economic conditions in the United States.

Changes in Earnings by Sex

The responses of female members from the United States comprised 83% (4,083) of the total U.S. response to the survey questionnaire. The responses of female members from Canada comprised 90% (348) of the total Canadian response to the survey.

In every percentile rank, the salaries reported by female members in 1985 were less than salaries reported by male members. The average of the lowest 10% of the salary differential amounts to less than $1,000 for the United States members and approximately $4,000 for Canadian members. The average of the highest 10% differential is almost $15,500 higher for male members in the U.S., while in Canada the salary differential amounts to almost $18,000. Of course, these figures represent only survey totals and do not necessarily account for the variables considered in salary determinations. The figures indicate that, in general, women in special library and information fields are paid on a lower scale than men.

The sections of this report on personnel supervised and years of experience also indicate that the salaries of female SLA members are generally lower than the salaries of male SLA members when the number of persons supervised or the years of experience are equal.

Perhaps more enlightening than the actual figures on men's and women's salaries is the change in earnings by sex given in Table 3. Although salaries are not equal, the increase for women has been much greater than the percentage increase for men.

Census Regions

This survey report uses the nine geographical United States Census Regions to define job location. Canada is considered as a tenth region. Figure 2 illustrates the states comprising each census region for the United States. The illustration includes the percentage of respondents from each region. Table 4 lists for each region the salary distributions in rank order of the 1985 medians.

Table 5 includes historical data on corresponding medians for 1970, 1973, 1976, 1982, and 1985. These, too, are listed in rank order based on the 1985 medians for each region.

In comparing the rankings with the 1984 update, the mountain region moves up from the bottom to fourth on the list. The top three regions, Canada, South Atlantic and Pacific remain in the same order as in 1984 and 1985.

Standard Metropolitan Statistical Areas

The U.S. Census Bureau divides each Census Region into Standard Metropolitan Statistical Areas (SMSAs). Table 6 lists the SMSAs with median salary figures for each of the triennial surveys since 1970. The final column reports percentage and dollar increases in the last three years. The Albuqueque shows the highest percentage increase, that of 34%. The Dallas, Ft. Worth; Sherman Denison SMSA shows the second highest increase, that of 32%.

Table 7 lists complete data for each SMSA. The table has been divided into 10 subdivisions corresponding to each of the nine Census regions and Canada. Each subdivision is identified by a letter. Thus, New England is 7a and Canada, the last listing, is 7j.

Type of Organization

Tables 8a—8c show the salary distribution by type of organization. The types listed are broad categories. These figures reflect in general terms salary trends for members of the Special Libraries

Association. Again, as in 1979 and 1982, federal government employees, as a group, earn among the highest salaries. This fact is also reflected in the SMSA figures (Tables 7c and 7j). Washington, D.C., and Ottawa, seats of the national government for the United States and Canada, respectively, are among the highest SMSA salary areas.

Table 8c reports "Salary Distribution by Type of Institution by Census Region in Rank Order of Median Salary." The information in Tables 8a and 8b, presented in rank order of median salaries for each type of library, will assist individuals who wish to compare salaries in various types of organizations in each of the nine U.S. Census Regions and Canada.

In many categories Table 8c lists only a few geographic areas. The reason is that for many industries in a particular part of the country, 5 or fewer people responded. Throughout the survey census regions and SMSAs with a response rate of 5 or less were automatically dropped.

Primary Responsibility

Primary responsibility in rank order of median salary, Table 9b, shows administrative responsibility at the top of the U.S. list. This represents a 20% increase in the median for administrative responsibility in the U.S. since 1984. Those listing library school faculty rank second in the 1985 survey. Library School faculty was ranked first in the 1979 and 1983 surveys, followed by Administrative Responsibility.

For Canadian members, those listing administrative responsibility ranked first. Again in the 1982 survey people listing general responsibility ranked near the bottom of the list for both Canada and the United States.

Information specialists dropped from seventh in the 1979 list to eighth in the 1982 list, and returned to 7th in the 1985 U.S. list. The median salary for U.S. information specialists, however, increased 31% from $23,000 in 1982 to $26,000 in 1985. For the Canadians, we had sufficient responses in only seven categories.

Those in the self-employed category moved from 15th in the 1982 survey to 3rd in 1985. Their median salary increased by $12,000. Tables 9a and 9b are a salary comparison of primary responsibility in rank in order of median salary. Not unexpectedly the federal government pays the highest salaries in almost all categories. Those respondents whose primary responsibility is administrative earn the highest salaries. Naturally, all categories do not match with each other. In addition, we have included in Table 9c a listing of primary responsibility with census region. In this way people can compare their salaries with others in their geographic area. Table 10 tabulates salaries as a function of organizational entity. It indicates that members employed in information centers report higher salaries than those employed in libraries. This was also the case in the 1979 and 1983 surveys. Table 11 indicates salary distribution by primary responsibility within type of institution.

Supervisory Responsibilities

In many organizations a key determinant of salary level is the number of people supervised. The 1985 survey looked at both the total number of people supervised and the level of supervision (professional, technical, or clerical staff). Technical persons, although not defined in the questionnaire, often refers to para-professionals. Table 12 is presented in eight sections: 12a and 12b, "Number of Employees Supervised;" 12c and 12d, "Number of Professional Employees Supervised;" 12e and 12f, "Number of Technical Employees Supervised;" 12g and 12h, "Number of Clerical Employees Supervised." The information in Table 12 is given first for Canada and second for the United States. Ninty-one Canadians reported no supervisory experience, while 1,346 U.S. members reported no supervisory experience.

An analysis of the number of people supervised as a function of salary and sex is included in this year's salary survey report. Table 13 presents these findings.

The figures speak for themselves. It is interesting to note that the highest salaried category (supervision of more than 20 people) contains almost twice as many men as women in 1983. However, the gap was much smaller in 1985 (45% female to 55% male).

Academic Background and Previous Experience

Table 14 lists salaries with highest degree earned. The table is in two parts: 14a and 14b, "Highest Subject Degree," and 14c and 14d, "Highest Library Science Degree."

Salary levels and academic degree levels are closely related. The highest salaries are reported in most cases by members who have earned the doctorate. It is interesting to note that the median salary for U.S. members with doctorates in library science, at $34,000, is almost equal to the median salary for those with doctorates in subject fields ($34,024).

In addition, Table 14e—14h further refines the data on degree status. In these charts, earned degrees are matched with type of institution. Unfortunately, many types of institutions were eliminated because of insufficient responses for that particular industry. This is only one measure for salary determination; thus, it is not surprising that there are cases in which the highest degree does not automatically list the highest salary.

Along with highest subject degree, respondents were asked to indicate their subject fields. Table 15 lists salaries by highest degree in a subject field in rank order of median salaries for each industry.

In the U.S., law ranks highest as it did in 1979 and in 1982. For law degree holders, the 20% increase represents a median salary rise from $30,680 in 1982 to $36,816 in 1985 in the United States. For the United States, the physical sciences ranked second and business and engineering fell from third to fourth. One must remember when interpreting Table 15 that subject field relates to the academic discipline in which the respondent earned a degree. With Table 15c and 15d the salary data varies greatly among different industries with no clear patterns emerging.

Usually possessing more years of experience means a higher salary. The figures in Tables 16a—16f bear this out. There is a steady increase in salaries as experience increases. Tables 16a and 16b deal with years of other professional experience; Tables 16c and 16d list years of Professional Library Experience.

Table 17 compares years of experience with sex and salary in the United States and Canada. Using the experience variable, the median salaries for women are lower than the median salaries for men for every level in the United States except 16-20 yrs. This may be due to the low male responses.

Salary as a function of seniority is presented in Table 18. The median salary increases steadily as the years with the same employer increases. For the most part, in both the U.S. and Canada, this is true up until the 16-20 years. After that salaries seem to level off or decrease.

It appears from Table 19 that respondents who have a history of job changes often earn higher salaries. This seems to be true up to seven employers. One must be cautious in drawing inferences from Table 19 because the table does not consider years of experience along with number of employers.

Minority Groups

The 1973, 1976, 1979, and 1982 surveys include a question on race in order to determine the representation of minority groups among SLA members. The 1985 survey questionnaire included a similar question based on the minority group classifications designated by the U.S. Government. Table 20 lists respondents by minority group classification.

Age

The 1979 and 1982 salary survey data indicate that more than one-half the Association's membership is under 40 years of age. In the 1976 salary survey, the majority of the respondents were over 40 years old. The larger number of younger respondents in 1979 indicated that younger people are joining Special Libraries Association. It also indicated that more persons are entering a career in special librarianship directly from the universities. In 1985 the age groups 20-29 and 30-39 account for 56% of the membership, compared to 53% in the 1982 survey.

The distribution by age is given in Table 21a. Tables 21b and 21c are a tabulation of salary as a function of age. As would be expected, compensation increases with age.

Unemployment

The survey included questions to attempt to define the number of respondents unemployed and the period of unemployment during the 12-month period from April, 1984 to March 31, 1985. The unemployment status of respondents on the survey date (April 1, 1985) is in Table 22.

In the 1985 survey for the United States, 403 members reported that they were unemployed for a period during April, 1984—March 31, 1985. This represents 8.5% of the 4,762 valid responses to this question. This is more than the 15% of the respondents to the 1982 survey who reported unemployment during the 12-month period preceding the 1982 survey date.

For the respondents who reported that they had been unemployed in the 12-month period preceding April 1, 1985, the average period of unemployment was 5 months.

A feature of the 1985 survey is the breakdown by job title. Table 23 provides salary information for United States and Canadian respondents by titles commonly used in organizations. This breakdown may help in determining comparable salaries with other divisions within an organization. Table 23d refines the information on job titles by breaking it down into census regions in the United States. Managers in the Middle Atlantic region earn the highest salaries. Respondents with the title Assistant or Section Head from the Pacific region earn the highest salaries for that category. In Canada, found in table 23c, Managers from Montreal earn the highest salaries.

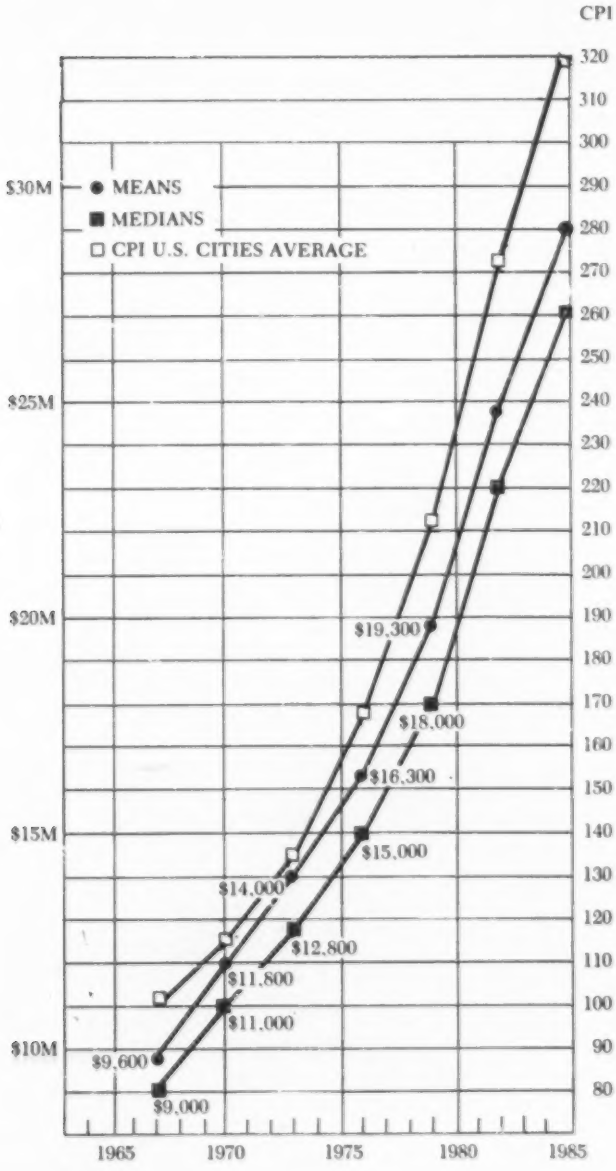
Table 24a and 24b provide a breakdown for men and women by job title. In almost every category men's salaries are higher than those reported by women.

Table 25a and b list the budget ranges for libraries and information centers in Canada and the United States with salary ranges.

Table 26a and b list a further refinement of the budget figures by matching them with organizational entity.

Table 27 includes budget ranges by type of industry as well as salary. Many categories are missing since some categories had less than six respondents.

Figure 1. Annual Salaries: 1967, 1970, 1973, 1976, 1979, 1980*.



*U.S. data only.

Table 1a. Basic Annual Salaries: 1970, 1973, 1976, 1979, 1982, 1985

Survey	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1970	*	*	11,000	*	*	3,594	11,800
1973	*	*	12,800	*	*	3,893	14,000
1976	$ 9,300	$12,400	15,000	$18,800	$28,500	4,233	16,300
1979	11,100	14,800	18,000	22,400	33,500	4,997	19,300
1982[1]	13,506	18,966	23,000	28,000	42,142	3,019	24,340
1982[2]	16,887	23,000	27,000	32,000	44,070	236	28,113
1985[1]	15,959	22,000	27,280	33,600	50,425	4,913	28,943
1985[2]	19,234	26,500	31,740	38,000	51,448	391	32,696

[1]*United States data*
[2]*Canadian data*
**Not calculated*

Table 1b. CPI and Mean Salaries

1970	$11,800	115.2
1973	14,000	130.7
1976	16,300	168.3
1979	19,300	211.5
1982*	24,340	283.1
1985*	28,943	320.1
Change 1970-1982	106.3	145.7
Change 1970-1985	131.2	177.9

**CPI for U.S. cities average*
**U.S. data only*

Table 2a. Salary Distribution by Sex in Canada

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Female	$18,911	$26,000	$31,400	$37,450	$48,855	348	$32,127
Male	23,377	28,550	34,400	42,000	66,599	40	38,081
No response	24,000	24,000	25,000	25,000	31,700	3	26,900

Table 2b. Salary Distribution by Sex in United States

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Female	$15,855	$21,881	$26,980	$32,552	$46,688	4,083	$28,049
Male	16,689	24,000	30,400	40,000	62,250	813	33,320
No response	22,750	24,300	29,018	38,100	61,850	17	34,123

Table 3a. Change in Earnings by Sex in Canada*

Sex	Survey	Median	Increase Over 1976 (%)
Females	1976	$14,700	—
	1979	17,400	18
	1982	27,000	84
	1985	31,400	114
Males	1976	18,100	—
	1979	19,000	5
	1982	30,000	65
	1985	34,400	90

Table 3b. Change in Earnings by Sex in United States*

Sex	Survey	Median	Increase Over 1976 (%)
Females	1976	$14,700	—
	1979	17,400	18
	1982	22,500	53
	1985	26,980	84
Males	1976	18,100	—
	1979	19,000	5
	1982	26,000	43
	1985	30,400	68

**1976 and 1979 data reflect combined figures for U.S. and Canada.*

SMSA	1970	1973	1976	1979	1982	1985	Increase 1982-1985 ($)	Increase 1982-1985 (%)
Cleveland; Akron; Canton; Youngstown-Warren	$11,100	$11,500	$13,500	$16,600	$23,500	$27,508	$4,008	17
Seattle-Everett; Tacoma	9,400	10,500	14,000	16,000	22,800	27,300	4,500	20
Knoxville-Nashville	ND	ND	15,000	18,000	24,000	27,062	3,062	13
Denver; Colorado Springs; Pueblo	9,700	11,500	14,000	17,000	21,120	27,000	5,880	28
Houston; Galveston-Texas City; Beaumont-Port Arthur	10,000	11,500	14,200	16,500	23,000	27,000	4,000	17
Indianapolis; Lafayette-West Lafayette; Anderson-Muncie	ND	ND	14,600	16,900	24,300	27,000	2,700	11
San Diego	12,000	12,500	15,000	18,100	23,504	27,000	3,496	15
Albany-Schenectady-Troy	11,400	12,500	14,400	17,700	22,800	26,500	3,700	16
Philadelphia, Pa.-N.J.; Trenton; Reading; Lancaster	10,800	12,500	15,700	18,000	22,880	26,500	3,620	16
Chicago; Gary-Hammond-East Chicago	10,600	12,500	14,700	17,500	22,100	26,000	3,900	18
Cincinnati; Dayton	11,000	12,500	14,200	17,800	20,000	26,000	6,000	30
Richmond, Va.	10,200	12,500	13,400	15,600	24,750	26,000	1,250	5
St. Louis, Mo.-Ill.	10,600	12,500	12,900	18,900	22,880	26,000	3,120	14
Boston; Lowell; Brockton	10,500	12,500	14,400	16,900	21,900	25,814	3,914	18
Buffalo, Rochester	11,000	12,500	14,300	18,000	25,120	25,753	633	3
Durham; Raleigh	11,000	12,500	13,400	17,100	20,904	25,000	4,096	20
Tucson, Phoenix	ND	ND	ND	15,800	19,500	24,720	5,220	27
Pittsburgh; Johnstown; Altoona	9,900	12,500	14,600	17,400	22,000	24,700	2,700	12
Milwaukee; Racine	11,700	10,500	13,500	16,700	20,000	24,500	4,500	23
Portland; Salem; Eugene	11,800	ND	14,400	17,900	21,576	24,400	2,824	13
Syracuse; Utica; Rome	11,300	ND	16,700	17,300	20,150	24,172	4,022	20
Austin-San Antonio	ND	ND	ND	15,900	20,775	24,000	3,225	16
Hartford; Springfield-Chicopee-Holyoke	12,000	14,500	14,700	16,000	22,000	24,000	2,000	9
Peoria; Bloomington-Normal; Champaign-Urbana	ND	ND	15,000	20,300	24,100	23,544	⟨556⟩	⟨2⟩
New Orleans	ND	ND	ND	13,500	20,460	23,400	2,940	14
Huntsville-Birmingham	ND	ND	13,000	16,000	24,669	23,300	⟨1,369⟩	⟨6⟩
Honolulu-Kailua	ND	ND	ND	15,900	19,500	23,104	3,604	19
Atlanta	10,800	12,500	15,600	15,200	21,000	23,000	2,000	10
Kansas City; St. Joseph	9,300	10,500	13,100	16,300	17,000	22,500	5,500	32
Oklahoma City; Tulsa	ND	9,500	12,500	16,500	19,750	20,500	750	4

Notes:
**ND signifies no data available for the particular year.*

Table 7. Salary Distribution by Census Region

SMSA/Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
7a. New England							
Boston-Lowell-Brockton	$16,036	$20,300	$25,814	$31,000	$46,058	226	$27,068
Hartford-Springfield-Chicopee	16,160	20,500	24,000	32,500	45,847	46	26,989
New Haven-Bridgeport-Norwalk	19,495	23,000	28,100	33,600	48,152	45	29,636
No SMSA	14,299	21,000	27,000	32,515	44,568	113	27,325
New England—Total	15,739	21,000	26,200	32,000	46,181	430	27,451
7b. Middle Atlantic							
NYC-L.I.-Westchester-Rockland	$17,662	$24,000	$29,150	$36,000	$56,524	624	$31,435
Newark-Jersey City	17,268	24,000	30,500	38,844	57,401	134	32,753
Phila.-Trenton	14,095	21,942	26,500	31,600	47,739	196	27,600
Albany-Schenec'dy-Troy	14,293	19,100	26,500	37,103	44,642	33	28,421
Syracuse-Utica-Rome	17,570	21,185	24,172	32,000	53,293	20	28,759
Buffalo-Rochester	16,975	21,000	25,753	32,000	47,696	48	28,420
Pittsburgh-Johnstown Altoona	15,184	20,000	24,700	31,500	48,879	68	26,614
No SMSA	18,225	22,680	28,139	34,300	48,211	77	29,682
Middle Atlantic—Total	16,535	23,000	28,000	35,000	54,032	1,200	30,322
7c. South Atlantic							
Baltimore-Wilmington	$17,658	$22,400	$28,000	$34,000	$49,052	61	$29,378
Washington, D.C.-Md.-Va.	17,648	25,001	31,000	40,000	58,876	324	33,218
Richmond, Va.	19,125	23,000	26,000	32,383	44,625	17	28,714
Durham, Raleigh	15,783	19,500	25,000	33,000	44,358	70	26,795
Atlanta	15,584	19,600	23,000	29,900	52,840	51	26,942
No SMSA	15,136	19,800	25,000	32,000	48,280	194	26,922
South Atlantic—Total	16,201	22,000	28,000	35,160	54,369	717	30,005
7d. East South Central							
Knoxville-Nashville	$14,810	$19,761	$27,060	$32,545	$47,555	37	$27,773
Huntsville-Birmingham	12,836	19,500	23,300	29,806	46,000	12	26,749
No SMSA	14,563	20,000	24,000	28,320	48,744	59	25,700
East South Central—Total	14,496	20,000	24,500	29,005	48,898	108	26,527
7e. East North Central							
Chicago-Gary-Hammond	$16,539	$21,890	$26,000	$32,000	$46,415	281	$27,799
Cincinnati-Dayton	14,967	19,200	26,000	32,000	47,610	87	27,324
Cleveland-Akron-Canton	14,620	21,000	27,508	33,136	43,852	77	27,684
Detroit-Flint-Kalamazoo	15,879	21,840	27,510	33,479	47,226	160	28,552
Milwaukee-Racine	16,680	18,800	24,500	29,970	40,169	40	25,455
Indianapolis-Muncie	15,000	19,000	27,000	36,000	50,885	41	28,676
Peoria-Bloomington	17,108	20,250	23,544	30,000	48,200	27	26,480
No SMSA	16,148	21,600	25,000	31,000	42,560	104	26,545
East North Central—Total	15,871	21,120	26,000	32,400	46,275	817	27,611

Table 7. *Continued*

SMSA/Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
7f. West North Central							
Kansas City-St. Joseph	$15,138	$18,000	$22,500	$26,500	$39,167	36	$23,978
Minneapolis-St. Paul	15,273	22,500	27,540	35,000	43,536	99	28,492
St. Louis	15,495	20,000	26,000	29,800	45,683	66	26,236
No SMSA	13,778	18,000	22,000	27,444	39,433	72	23,288
West North Central—Total	14,669	20,000	24,600	30,000	43,973	273	25,979
7g. West South Central							
Oklahoma City-Tulsa	$ 9,246	$17,750	$20,500	$28,392	$36,671	30	$22,315
New Orleans	14,750	19,100	23,400	25,000	28,660	15	22,528
Houston-Galveston	16,435	22,300	27,000	33,000	53,880	100	29,119
Dallas-Ft. Worth	16,034	24,000	28,300	32,000	43,863	76	28,391
Austin-San Antonio	14,702	20,000	24,000	31,800	57,233	44	27,608
No SMSA	12,953	18,000	22,500	28,800	49,145	38	24,840
West South Central—Total	13,907	20,739	26,000	31,000	49,246	303	27,180
7h. Mountain							
Albuquerque	$18,158	$22,984	$28,133	$32,900	$52,850	19	$30,405
Denver-Colorado Springs	17,329	22,000	27,000	30,100	39,619	80	26,808
Tucson-Phoenix	16,767	18,700	24,720	28,268	33,172	32	24,353
No SMSA	10,804	19,800	23,985	28,000	39,049	52	24,670
Mountain—Total	15,175	21,000	25,750	30,000	40,578	183	26,145
7i. Pacific							
Seattle-Tacoma	$15,803	$22,104	$27,300	$31,500	$47,163	84	$28,079
Portland-Salem-Eugene	14,558	18,455	24,400	30,046	37,850	42	25,015
S.F.-Oak-San Jose	19,157	25,320	30,324	36,000	49,055	378	31,554
L.A.-Santa Barbara	19,591	25,000	29,925	36,000	53,810	274	31,554
San Diego	18,333	23,950	27,000	33,000	42,584	35	28,721
Honolulu-Kailua	15,857	19,740	23,104	27,204	39,647	28	24,572
No SMSA	16,907	24,180	32,155	37,000	64,222	33	33,219
Pacific—Total	17,839	24,000	29,192	35,000	50,182	874	30,551
7j. Canada							
Montreal	$18,464	$25,548	$31,506	$38,755	$52,557	82	$32,534
Ottawa	21,000	27,670	36,000	40,050	48,067	28	34,750
Toronto	18,291	25,269	30,000	36,607	52,011	177	31,904
Victoria-Vancouver	23,250	29,500	33,000	38,000	48,554	38	33,748
Canada-Other	21,294	28,500	32,700	38,196	50,129	66	33,543
Canada-Total	19,234	26,500	31,740	38,000	51,448	391	32,696

Figure 2. Geographic Distributions of Respondents in Census Regions.

Table 4. Salary Distribution by Census Region in Rank Order of 1985 Median Salaries

Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Canada*	$19,234	$26,500	$31,740	$38,000	$51,448	391	$32,696
Pacific	17,839	24,000	29,192	35,000	50,182	874	30,551
Middle Atlantic	16,535	23,000	28,000	35,000	54,032	1,200	30,322
South Atlantic	16,201	22,000	28,000	35,160	54,369	717	30,008
New England	15,739	21,000	26,200	32,000	46,181	430	27,451
East North Central	15,871	21,120	26,000	32,400	46,275	817	27,611
West South Central	13,907	20,739	26,000	31,000	49,246	303	27,180
Mountain	15,175	21,000	25,750	30,000	40,578	183	26,145
West North Central	14,669	20,000	24,600	30,000	43,973	273	25,979
East South Central	14,496	20,000	24,500	29,005	48,898	108	26,527

**Salaries in 1985 reported in Canadian dollars. The exchange rate on Apr. 1, 1985, was approximately Canadian $1.37—United States $1.00.*

Table 5. Historical Data on Median Salaries by Census Region in Rank Order of 1985 Data

Census Region	1970	1973	1976	1979	1982	1985	Increase 1982-1985 ($)	Increase 1982-1985 (%)
Canada*	$ 9,300	$11,500	$15,800	$20,000	$27,000	$31,740	$4,740	18
East South Central	11,700	13,500	14,800	17,700	24,000	24,500	500	2
West North Central	10,300	11,500	13,600	16,800	22,000	24,600	2,600	12
Mountain	10,600	12,500	14,000	16,300	20,700	25,750	5,050	24
East North Central	11,000	12,500	14,400	17,500	22,154	26,000	3,846	17
West South Central	10,000	11,500	13,800	16,000	21,200	26,000	4,800	23
New England	10,800	12,500	14,800	17,300	21,900	26,200	4,300	20
Middle Atlantic	11,100	13,500	15,500	18,400	23,889	28,000	4,111	17
South Atlantic	12,500	14,500	16,800	19,400	24,000	28,000	4,000	17
Pacific	11,200	12,500	15,200	18,000	24,000	29,192	5,192	22

**Salaries in 1985 reported in Canadian dollars. The exchange rate on Apr. 1, 1985, was approximately Canadian $1.37—United States $1.00.*

Table 6a. Historical Data on Median Salaries for Standard Metropolitan Statistical Areas in Rank Order of 1985 Data for Canada

SMSA	1970	1973	1976	1979	1982	1985	Increase 1982-1985 ($)	Increase 1982-1985 (%)
Ottawa	$9,800	$14,500	$17,500	$22,500	$31,000	$36,000	$5,000	16
Victoria-Vancouver	ND	ND	18,500	22,000	31,000	33,000	2,000	7
Montreal	8,900	10,500	15,900	20,400	28,000	31,506	3,506	13
Toronto	8,900	10,500	14,800	18,700	25,000	30,000	5,000	20

Table 6b. Historical Data on Median Salaries for Standard Metropolitan Statistical Areas in Rank Order of 1985 Data for United States

SMSA	1970	1973	1976	1979	1982	1985	Increase 1982-1985 ($)	Increase 1982-1985 (%)
Washington D.C.-Md.-Va.	$14,000	$17,500	$19,000	$21,200	$26,000	$31,000	$5,000	19
Newark, N.J. (Essex, Morris Union); Jersey City; Patterson-Clifton-Passaic; Middlesex; Somerset	11,100	14,500	16,000	20,000	25,000	30,500	5,500	22
San Francisco-Oakland San Jose; Stockton; Vallejo-Napa; Sacramento	11,300	12,500	15,700	18,200	24,600	30,324	5,724	23
Los Angeles-Long Beach; Santa Barbara; Oxnard-Ventura	11,400	12,500	15,300	18,000	24,000	29,925	5,925	25
New York City; Nassau-Suffolk; Westchester-Rockland	11,200	13,500	15,700	18,100	24,000	29,150	5,150	21
Dallas; Ft. Worth; Sherman-Denison	10,000	11,500	13,500	16,000	21,500	28,300	6,800	32
Albuquerque	12,700	ND	13,400	16,800	21,000	28,133	7,133	34
New Haven; Bridgeport; Norwalk; Stanford	10,700	ND	15,000	18,200	22,000	28,100	6,100	28
Baltimore, Md.-Wilmington, Del.-N.J.-Md.	11,100	13,500	17,900	17,500	21,000	28,000	7,000	33
Minneapolis-St. Paul	10,700	12,500	14,400	17,500	23,130	27,540	4,410	19
Detroit; Flint; Kalamazoo; Jackson; Ann Arbor	11,400	12,500	15,500	18,300	22,930	27,510	4,580	20

Table 8a. Salary Distribution by Type of Institution Ranked in Order of Median Salary in Canada

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	$19,850	$30,566	$36,000	$40,600	$50,650	43	$35,750
Petroleum Refining	28,644	30,000	36,000	40,000	73,350	15	40,972
Not Otherwise Specif	27,670	33,000	35,000	41,000	50,000	10	37,183
Bank Finance Real Est	21,425	27,500	33,000	40,000	48,475	21	33,877
Trans Pub Util Comm	19,167	26,200	32,753	38,000	42,629	25	31,892
Other Non Manufact	23,000	23,100	32,580	36,540	47,000	13	31,270
Newspaper Publicat	25,000	29,100	32,500	44,500	80,000	12	39,005
Other Government	17,728	28,790	32,286	37,387	51,261	45	33,450
Academic-Genl Campus	13,687	24,000	32,000	39,000	52,629	25	33,504
Academic-Subj Dept	22,975	26,700	32,000	41,000	48,525	22	34,101
Mining Agric For Fis	18,000	24,000	30,850	34,000	40,000	13	30,132
Legal Services	20,600	27,000	30,000	33,000	40,000	14	30,747
Metals Metal Prod	22,310	23,000	30,000	36,638	42,000	8	31,931
Nonprofit Org/Inst	22,300	27,000	30,000	35,000	51,000	31	32,593
Other Manufacturing	24,000	24,000	30,000	42,300	57,000	8	37,000
Pharmaceuticals	24,000	25,548	29,000	33,000	43,500	9	30,616
Engineer Archit Serv	16,100	21,600	28,000	30,000	34,400	9	26,900
Chemicals Allied Pd	24,000	25,980	26,200	32,700	40,000	8	30,323
Insurance	20,000	22,000	26,000	29,000	32,000	9	26,463
Consulting Services	21,000	23,000	25,000	33,000	43,500	14	28,574
Accounting	19,000	20,000	24,000	27,800	32,750	12	25,129

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 8b. Salary Distribution by Type of Institution Ranked in Order of Median Salary in United States

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Motor Vech Equipment	$19,967	$29,000	$33,300	$40,000	$53,587	30	$34,441
Other Machines	14,500	22,500	33,000	35,116	44,000	7	30,012
Petroleum Refining	21,140	27,600	32,350	44,800	60,655	79	36,545
Pharmaceuticals	19,973	26,500	32,000	38,000	54,285	130	33,359
Federal Government	18,718	26,000	31,000	37,500	55,116	393	32,592
Aircraft Aerospace	18,599	25,000	30,940	38,000	48,204	106	31,875
Chemicals Allied Pd	17,819	25,600	30,000	35,100	48,369	153	30,810
Commercial Labs	21,000	21,500	30,000	39,000	45,000	9	31,311
Rubber Plastics Cerm	18,670	24,800	29,760	32,000	43,700	21	29,303
Trans Pub Util Comm	18,856	25,000	29,685	34,500	52,810	159	31,307
Processed Foods	18,133	24,500	29,600	33,700	49,874	58	30,084
Info Brokers	12,750	18,000	29,000	35,000	59,528	24	30,248
Not Otherwise Specif	14,726	23,000	29,000	36,500	55,639	117	30,647
Electrical Equip Sup	17,757	24,000	28,371	32,300	43,166	71	29,145
Other Non Manufact	17,602	23,000	28,320	34,840	48,895	147	29,688
Office Comp Acct Mac	20,141	25,000	28,225	34,000	48,558	92	30,396
Legal Services	16,827	23,500	28,000	35,000	53,037	209	30,061
Mining Agric For Fis	17,496	23,000	28,000	32,500	52,600	47	29,851
Textiles Wood Paper	16,500	22,000	28,000	31,000	43,000	29	28,121
Bank Finance Real Est	16,828	22,200	27,500	34,600	50,247	161	29,675
Consulting Services	17,369	22,464	27,000	34,000	49,969	156	29,116
Other Manufacturing	17,191	22,500	27,000	32,926	43,062	105	28,018
Public Library-Subjt	16,106	22,000	27,000	30,000	37,794	98	26,632
Other Government	16,057	21,590	26,359	32,000	52,211	218	28,459
Non-Profit Org/Inst	15,316	20,900	26,200	32,000	46,726	585	27,434
Insurance	14,284	21,000	26,000	30,000	38,819	83	25,844
Metals Metal Prod	16,433	21,000	25,600	31,000	40,167	32	26,424
Newspaper Publicat	14,385	21,000	25,500	32,210	49,301	155	27,749
Advertising Market	14,470	20,000	25,200	33,300	45,080	100	26,890
Nuclear Energy	19,600	20,000	25,200	31,488	41,400	9	27,244
Academic-Subj Dept	16,167	20,268	25,000	33,000	54,488	518	28,169
Academic-Genl Campus	13,784	20,000	24,899	30,685	49,885	383	26,920
Public Libr-Genl	14,736	20,000	24,249	32,157	53,782	91	27,570
Engineer Archit Serv	15,625	20,956	24,000	28,000	37,032	167	24,807
Accounting	15,667	20,000	23,700	26,600	39,143	93	24,454
Hosp Medical Service	12,057	19,761	23,329	26,100	36,433	58	23,365

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 8c. Salary Distribution by Type of Institution by Census Region in Order of Median Salary in United States

Type of Institution*	Census Region†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	South Atlantic	$20,425	$28,500	$34,780	$42,000	$61,669	180	$36,637
	Pacific	17,853	25,355	30,324	34,000	43,276	52	30,055
	East South Central	17,348	24,000	28,912	34,460	55,333	32	31,241
	New England	19,000	25,439	28,347	32,534	40,416	22	28,913
	Middle Atlantic	17,813	24,712	28,347	33,000	43,563	29	29,542
	Mountain	18,605	22,531	28,133	32,000	38,500	27	28,174
	East North Central	19,500	25,000	27,850	30,000	38,541	24	28,249
	West South Central	16,250	22,444	27,260	32,000	45,000	10	28,360
	West North Central	15,750	19,606	25,439	26,985	35,467	12	24,547
Other Government	East South Central	18,420	24,600	35,500	44,697	50,600	7	36,553
	Pacific	17,562	25,000	29,340	34,524	48,420	45	30,225
	Middle Atlantic	18,613	23,086	28,652	35,000	51,250	39	30,293
	South Atlantic	15,693	18,121	27,000	33,000	58,073	28	28,984
	East North Central	18,275	20,534	24,000	28,052	36,393	38	25,319
	Mountain	17,050	17,680	23,716	27,260	41,247	16	25,301
	West North Central	16,100	21,000	23,000	27,000	43,702	14	24,665
	West South Central	14,500	17,000	22,500	31,800	74,700	16	30,970
	New England	12,200	17,190	21,000	29,691	46,212	13	24,175
Public Library—Subj	West North Central	20,000	23,400	30,000	36,686	38,000	9	30,625
	East North Central	20,000	23,000	27,785	28,100	36,319	15	27,357
	Pacific	17,500	26,000	27,456	32,144	36,266	18	28,164
	Middle Atlantic	15,337	21,700	24,800	29,000	33,688	36	25,202
	South Atlantic	16,000	17,825	20,793	25,000	32,500	8	22,541
	West South Central	15,888	18,228	18,500	27,624	35,600	6	22,407
Public Library—Genl	Pacific	19,208	23,000	27,720	38,251	59,251	29	32,135
	East North Central	14,800	20,111	24,000	32,500	51,400	12	27,114
	Middle Atlantic	14,578	17,050	23,400	27,959	60,000	23	26,412
	New England	13,572	15,500	16,900	21,377	32,000	12	19,765
Academic—Subj Dept	Pacific	18,963	24,000	29,300	36,996	52,649	94	31,363
	Middle Atlantic	15,657	20,400	26,000	35,600	58,536	107	29,782
	New England	16,210	19,893	25,000	34,920	51,140	46	28,931
	East North Central	16,283	20,000	25,000	32,000	47,408	98	26,738
Academic—Subj Dept	South Atlantic	16,678	18,880	23,500	28,900	53,614	73	26,636
	West South Central	16,820	19,800	22,000	28,800	71,745	24	29,094
	Mountain	16,875	19,600	21,840	29,000	41,632	18	25,031
	East South Central	12,418	18,671	21,800	25,000	30,773	23	22,074
	West North Central	16,142	19,000	21,174	28,500	59,567	34	25,528

Table 8c. *Continued*

Type of Institution*	Census Region†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Engineer Archit Serv	Middle Atlantic	$17,328	$22,000	$27,000	$30,000	$40,410	21	$27,393
	New England	18,300	21,500	25,000	27,000	35,667	31	25,318
	Pacific	18,122	21,420	25,000	30,524	38,244	48	26,098
	West South Central	12,600	19,000	23,545	28,740	40,440	14	24,240
	Mountain	13,800	17,000	23,000	27,040	30,600	9	23,403
	South Atlantic	15,560	21,000	22,000	27,000	35,200	18	23,857
	East North Central	14,050	17,600	18,200	25,200	30,800	18	20,736
Insurance	Middle Atlantic	18,133	22,022	27,200	34,000	42,851	26	28,063
	New England	15,029	21,000	26,600	31,900	35,296	26	26,213
	East North Central	17,000	21,502	26,000	29,250	37,500	14	26,088
	West North Central	9,150	16,330	18,800	27,000	30,100	8	21,392
Advertising Market	Middle Atlantic	17,500	20,500	28,500	34,000	45,375	43	28,505
	East North Central	15,867	20,900	25,000	35,000	52,000	31	28,429
	Pacific	4,400	18,000	20,222	24,000	34,700	7	21,046
	West North Central	12,700	14,000	18,500	22,500	27,000	9	19,433
Legal Services	Pacific	19,454	26,400	30,000	35,000	50,938	47	31,742
	Middle Atlantic	18,007	24,000	29,500	40,000	57,214	66	33,083
	West South Central	19,200	22,200	27,600	30,600	42,000	11	28,091
	East North Central	16,125	24,000	27,000	31,000	44,500	38	27,698
	Mountain	17,000	23,000	26,000	29,300	33,000	8	26,185
	New England	16,000	19,700	25,000	30,000	40,500	8	27,006
	South Atlantic	15,550	21,000	23,760	29,700	53,200	24	27,398
	West North Central	15,600	15,800	22,000	23,500	40,000	7	23,250
Consulting Services	Middle Atlantic	17,250	22,500	30,000	38,200	53,250	40	31,223
	Pacific	16,850	24,000	30,000	35,000	62,000	23	31,666
	West South Central	19,260	21,500	29,500	32,400	43,000	8	29,333
	South Atlantic	18,247	24,440	27,225	35,000	53,000	25	30,486
	New England	19,333	23,000	26,500	28,000	34,500	25	26,428
	East North Central	16,733	19,000	23,500	31,500	45,333	29	26,359
Other NonManufact	Pacific	22,125	25,000	30,000	38,200	52,207	25	33,378
	New England	20,050	22,000	29,536	38,000	50,000	12	31,089
	Middle Atlantic	17,867	24,500	29,463	36,000	55,767	34	31,097
	West South Central	19,367	25,000	27,600	31,000	44,841	26	28,961
	South Atlantic	15,900	21,900	27,200	29,901	36,800	22	26,607
	East North Central	15,000	19,260	25,536	33,000	48,050	18	27,716
	Mountain	18,500	20,000	21,000	23,400	36,000	6	23,483
Textiles Wood Paper	Pacific	22,000	28,000	29,744	34,000	43,000	7	32,419
	Middle Atlantic	16,500	28,000	29,520	30,000	31,600	8	28,202

Table 9a. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for Canada

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Not Employed in Libr	$25,000	$30,000	$45,000	$55,000	$74,700	8	$47,375
Admin. Responsibility	26,957	33,000	38,755	43,100	58,230	117	39,368
Info Specialist	22,225	27,500	31,836	38,000	42,587	38	32,111
Reader Service/Refer	13,687	25,000	29,250	33,000	36,167	29	28,219
Genl Responsibility	17,628	24,000	28,500	32,500	40,714	155	28,589
Acquisitions/Catalog	23,000	23,900	28,132	30,000	34,000	13	27,599
Bibliographer	20,000	21,800	27,500	30,000	41,000	7	28,035

Table 9b. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for United States

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Admin. Responsibility	$20,767	$28,600	$34,000	$41,280	$59,512	1,511	$35,941
Library Sch. Faculty	22,228	26,647	33,000	42,000	57,309	31	35,530
Self-Employed	7,450	18,000	32,000	42,685	76,000	24	34,587
Not Employed in Libr	18,028	25,500	30,800	39,400	60,703	108	33,672
No Response	13,333	20,675	30,000	35,000	44,676	28	29,620
Systems Specialist	14,294	24,000	29,490	32,904	46,256	50	29,080
Info Specialist	16,725	22,000	26,046	31,000	41,309	478	27,053
Bibliographer	16,469	20,800	25,565	30,000	38,617	101	26,164
Documents or Reports	14,260	21,000	25,257	31,000	42,503	41	26,508
Editor or Writer	16,267	20,000	25,080	32,500	49,767	26	28,101
Other	14,593	20,000	25,000	31,619	48,610	90	27,282
Genl Responsibility	15,072	20,250	24,000	28,800	37,363	1,662	24,880
Reader Service/Refer	15,434	19,800	24,000	28,347	38,590	469	24,722
Acquisitions/Catalog	14,353	19,500	23,900	28,652	38,306	240	24,569
Abstractor/Indexer	16,180	19,600	23,000	29,925	38,751	53	25,155

Academic—Genl Campus	Pacific	19,086	26,000	29,100	36,030	48,552	65	31,172
	Middle Atlantic	13,689	20,638	27,000	34,024	51,988	89	28,517
	New England	15,133	19,900	24,306	29,500	60,867	34	27,917
	South Atlantic	11,098	18,782	24,000	26,900	47,759	51	24,992
	Mountain	15,000	20,000	24,000	30,000	55,150	22	26,945
	East North Central	14,903	20,060	23,500	28,100	45,483	57	25,426
	West South Central	13,179	17,200	21,800	26,000	33,467	29	21,908
	West North Central	14,094	17,500	20,800	28,000	42,997	25	24,025
	East South Central	10,500	17,990	20,100	23,700	46,000	11	22,222
Non-Profit Org/Inst	Pacific	18,771	23,000	28,080	36,000	48,000	69	30,092
	Mountain	16,950	20,000	28,000	32,900	40,631	17	27,377
	South Atlantic	17,231	22,000	27,500	33,000	45,210	106	28,376
	Middle Atlantic	14,546	21,000	26,500	32,000	50,523	172	27,964
	East North Central	14,958	20,410	26,000	30,451	46,700	118	27,077
	East South Central	15,000	20,169	24,027	28,229	34,200	7	24,404
	West North Central	15,241	18,740	24,000	26,200	37,775	35	24,000
	West South Central	11,906	18,524	24,000	30,000	36,000	18	24,131
	New England	14,613	18,000	22,776	28,000	41,600	43	24,403
Mining Agric For Fis	West South Central	20,800	24,500	28,200	33,000	46,590	15	30,330
	Middle Atlantic	22,958	23,500	28,000	56,500	57,000	6	36,742
	Mountain	19,000	22,491	27,800	30,500	31,000	7	26,374
	Pacific	17,000	20,520	27,400	33,000	51,000	9	30,633
Trans Pub Util Comm	Middle Atlantic	22,113	25,000	31,500	39,400	61,520	54	34,650
	Pacific	19,897	28,270	31,380	32,500	40,867	27	30,869
	New England	21,000	23,000	30,940	33,300	35,000	9	29,731
	East North Central	22,300	27,500	30,000	38,000	50,480	22	32,748
	West North Central	23,750	26,500	28,750	29,300	31,200	9	28,210
Trans Pub Util Comm	South Atlantic	14,820	22,680	27,100	30,000	49,000	16	29,037
	West South Central	12,500	21,640	26,046	28,272	35,250	16	25,747
Bank Finance Real/Est	Middle Atlantic	18,520	25,000	32,000	39,000	53,639	89	32,477
	East North Central	18,150	21,400	28,000	34,200	47,700	17	29,371
	Pacific	17,233	20,832	25,440	31,400	39,967	28	27,150
	West North Central	14,000	17,500	21,000	22,300	30,500	7	20,937
	New England	11,400	17,500	20,000	27,000	48,000	10	24,086
Accounting	Middle Atlantic	17,500	22,000	25,500	32,300	40,233	26	26,970
	Pacific	17,800	20,700	23,750	26,600	39,343	17	25,302
	East North Central	16,100	17,776	22,500	24,600	38,200	20	22,738
	West South Central	17,000	18,000	22,400	25,300	35,500	8	24,650
	South Atlantic	16,500	20,700	22,000	23,700	33,000	8	23,363
	New England	14,700	16,200	21,500	22,500	41,000	8	22,488
Hosp Medical Service	Middle Atlantic	18,000	23,000	24,200	25,000	44,000	7	27,171
	East North Central	14,619	19,531	24,000	26,790	35,033	25	24,056
	West North Central	12,000	14,700	21,200	27,476	36,500	6	22,813
	Pacific	15,184	19,000	20,000	25,000	27,000	6	21,864

Newspaper Publicat	New England	18,460	26,000	32,515	36,000	42,000	8	32,073
	Pacific	14,896	24,840	30,000	33,800	53,250	24	30,005
	Middle Atlantic	18,120	23,172	26,500	38,000	70,500	31	32,534
	South Atlantic	15,300	21,580	25,000	28,000	42,416	30	25,526
	East North Central	17,215	21,580	25,000	32,000	37,463	30	26,436
	West North Central	18,005	21,000	22,000	30,240	40,440	11	26,472
	West South Central	14,000	19,000	20,800	35,000	38,500	10	24,490
	Mountain	1,900	8,562	14,560	25,500	28,600	6	16,333
Chemicals Allied Pd	West North Central	16,000	28,000	32,000	39,000	48,250	18	32,587
Chemicals Allied Pd	South Atlantic	16,000	25,800	30,600	35,100	51,200	20	31,361
	New England	19,500	26,400	30,000	37,080	45,725	15	31,473
	Middle Atlantic	18,392	25,000	30,000	36,500	53,778	44	31,949
	East North Central	19,271	24,264	29,500	33,600	42,644	39	29,849
	Pacific	19,400	26,000	27,000	33,000	39,000	10	28,936
Processed Foods	South Atlantic	21,930	30,000	31,500	45,800	57,000	6	37,705
	West North Central	19,000	28,860	31,368	33,700	51,444	11	32,510
	Middle Atlantic	21,725	26,200	31,000	34,296	43,500	16	30,853
	East North Central	21,000	23,500	24,700	28,500	34,320	10	26,002
	Pacific	14,649	19,500	24,000	24,000	30,000	7	22,807
Pharmaceuticals	East North Central	25,233	30,000	34,185	41,160	56,250	26	36,986
	Middle Atlantic	21,325	26,000	34,000	40,000	56,917	57	34,638
	Pacific	24,275	29,100	31,200	35,500	47,050	20	33,296
	New England	17,000	21,000	28,400	33,000	38,000	9	28,083
	South Atlantic	16,572	19,500	26,900	32,000	37,416	15	26,977
Petroleum Refining	Pacific	20,800	29,700	37,600	46,700	64,620	24	39,263
	Middle Atlantic	28,500	31,000	36,000	42,000	59,500	15	38,945
	West South Central	19,740	23,000	32,000	38,400	60,333	25	34,274
	East North Central	23,500	28,300	31,000	45,600	48,800	10	35,270
Rubber Plastics Cerm	East North Central	18,840	25,000	29,760	31,200	37,800	9	28,453
Metals Metal Prod	Middle Atlantic	16,800	20,000	26,520	32,000	40,000	12	26,949
	East North Central	15,500	17,000	22,256	31,000	41,500	9	26,464
Office Comp Acct Mac	Middle Atlantic	21,000	25,000	31,616	42,400	50,500	13	34,443
	West North Central	24,000	24,000	29,000	31,949	34,170	6	28,853
	Pacific	22,300	25,656	28,860	36,000	51,600	29	31,337
	New England	20,050	25,500	27,820	32,500	40,950	20	29,378
	West South Central	20,000	21,000	27,600	28,000	32,700	7	26,732
	South Atlantic	19,800	24,750	25,800	37,740	51,919	6	32,502
	East North Central	17,368	22,000	22,776	24,648	33,260	6	24,009
Electrical Equip Sup	New England	17,700	23,310	31,000	31,000	38,760	7	29,667
	Middle Atlantic	17,600	24,700	31,000	35,700	44,980	16	30,841
	Pacific	19,700	26,815	28,000	36,000	48,920	22	30,480
	East North Central	17,500	20,000	26,000	27,000	31,200	11	24,444

Table 8c. *Continued.*

Type of Institution*	Census Region†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Motor Vehical Equip	East North Central	22,750	30,200	36,000	40,000	58,900	24	36,725
	Pacific	18,292	26,780	33,110	40,000	49,054	47	33,270
	New England	22,926	23,000	32,800	38,000	48,600	10	32,186
	West North Central	16,725	16,725	30,680	35,300	36,000	5	28,701
Aircraft Aerospace	West South Central	22,100	26,100	29,400	33,240	42,600	6	30,693
	Mountain	25,000	25,000	29,000	34,000	42,000	5	31,200
	Middle Atlantic	20,672	23,500	28,550	37,000	47,900	17	30,659
	South Atlantic	18,000	19,009	25,001	32,000	52,000	12	28,885
Nuclear Energy	Middle Atlantic	19,600	20,760	22,644	36,100	41,400	6	27,617
Other Manufacturing	West South Central	24,000	26,400	29,500	29,800	35,817	7	29,482
	New England	14,678	19,000	27,800	31,300	40,000	16	26,610
	West North Central	18,000	21,000	27,000	29,800	39,515	8	28,347
	Pacific	18,050	24,000	26,750	33,996	42,090	22	28,486
	South Atlantic	16,474	21,500	26,700	37,150	46,700	19	29,446
	Middle Atlantic	21,105	22,680	25,600	32,000	46,500	17	28,743
	East North Central	20,400	21,138	23,100	33,200	36,000	10	26,438

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

§Census regions with a response rate of 5 or less have been dropped from the table.

Table 9c. Salary Distribution by Primary Responsibility by Census Region in Rank Order of Median Salary in United States

Primary Responsibility	Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Genl Responsibility	Pacific	$17,065	$22,000	$26,000	$29,900	$38,155	326	$26,236
	West South Central	14,201	21,120	25,500	29,772	37,580	117	25,553
	Middle Atlantic	15,217	21,000	25,000	30,000	39,411	356	25,800
	East North Central	15,336	20,000	24,000	28,000	36,973	293	24,433
	Mountain	12,503	19,626	23,716	27,200	31,322	73	23,283
	South Atlantic	15,418	19,800	23,655	28,500	37,840	202	24,697
	New England	15,052	20,000	23,000	28,000	35,326	162	23,929
	West North Central	13,161	18,000	21,685	25,000	32,326	99	21,924
	East South Central	14,033	18,000	21,300	24,043	29,271	32	21,538
Admin Responsibility	Pacific	24,090	31,000	36,000	42,495	58,130	247	37,475
	South Atlantic	21,443	28,746	35,500	42,921	62,609	241	37,279
	Middle Atlantic	21,656	29,052	35,000	43,432	62,356	406	37,470
	New England	19,959	28,650	32,800	40,300	52,900	129	34,409
	East North Central	20,063	28,000	32,500	38,600	54,797	243	33,917
	Mountain	24,400	27,600	32,000	35,890	48,873	45	32,845
	East South Central	18,890	28,229	31,656	45,365	56,867	34	35,178
	West South Central	15,444	25,000	31,500	36,600	64,886	81	33,374
	West North Central	19,228	26,488	30,380	38,740	52,862	81	32,678
Abstractor/Indexer	South Atlantic	13,500	19,500	26,291	36,000	49,500	10	28,288
	Pacific	14,500	22,000	25,200	29,192	35,360	10	25,274
	Middle Atlantic	18,500	19,100	23,000	30,000	34,500	15	25,149
	East North Central	18,000	20,020	21,503	26,000	31,543	8	23,863
Acquisitions/Catalog	Pacific	18,549	23,000	27,500	32,000	38,548	39	28,405
	East South Central	12,000	18,000	25,600	29,005	34,460	10	24,104
	New England	15,586	19,200	25,000	29,018	39,999	20	25,690
	South Atlantic	16,136	20,959	25,000	29,405	38,734	39	25,866
	East North Central	14,450	19,000	22,017	25,200	38,591	42	23,409
	Middle Atlantic	12,293	18,500	22,000	26,750	35,567	56	22,803
	West North Central	15,000	18,400	22,000	26,985	36,842	12	24,088
	West South Central	12,985	18,000	20,352	22,300	27,500	16	20,559
Bibliographer	Pacific	18,500	25,000	30,000	34,500	40,392	13	30,686
	New England	16,000	19,000	27,500	28,500	35,000	11	25,074

	South Atlantic	$17,000	$17,500	$26,000	$29,000	$34,750	13	$25,737
	West South Central	21,900	22,600	26,000	33,000	39,084	8	29,083
	West North Central	15,000	19,413	24,556	28,500	38,200	11	25,643
	Middle Atlantic	17,045	21,500	24,128	29,000	40,750	22	26,145
	East North Central	15,400	17,700	22,069	28,100	35,750	17	23,329
Documents or Reports	South Atlantic	17,500	17,774	28,000	34,922	40,051	9	27,891
	Middle Atlantic	21,942	22,500	26,000	27,000	38,000	9	26,750
	Pacific	12,000	22,960	26,312	31,000	50,960	7	29,390
Editor or Writer	Middle Atlantic	19,000	22,000	31,000	32,000	45,000	7	30,512
	South Atlantic	20,000	20,000	21,000	34,700	64,000	6	30,833
Info Specialist	Pacific	19,253	25,000	29,000	33,600	46,417	70	29,910
	Middle Atlantic	17,627	22,680	26,400	32,000	40,816	152	27,591
	West North Central	16,742	22,000	26,100	29,900	39,440	30	26,536
	West South Central	17,643	20,082	26,100	28,300	41,067	31	26,132
	Mountain	17,575	20,900	26,000	30,500	41,250	16	27,236
	New England	16,781	21,000	25,000	27,000	33,573	40	24,546
	South Atlantic	16,380	19,000	25,000	30,000	39,462	53	25,509
	East North Central	15,764	22,000	25,000	32,000	41,872	81	26,837
Reader Service/Refer	Pacific	19,073	23,000	27,612	31,944	38,775	85	27,855
	East South Central	18,220	20,000	25,000	28,347	35,000	13	24,971
	Middle Atlantic	15,579	20,400	24,103	27,500	41,668	107	25,271
	South Atlantic	15,217	19,800	23,500	29,400	41,744	84	25,189
	New England	14,971	17,190	22,000	26,834	36,513	37	23,257
	Mountain	18,127	19,800	22,000	27,260	32,600	27	23,672
	East North Central	15,923	18,800	21,908	27,996	33,699	69	23,424
	West North Central	13,750	16,816	19,000	24,600	31,000	23	20,938
	West South Central	14,669	17,000	18,500	23,000	29,796	24	20,199
Systems Specialist	South Atlantic	3,100	23,258	30,600	32,000	41,000	10	27,280
	East North Central	16,320	19,500	30,000	32,904	55,000	6	30,989
	Pacific	19,134	26,000	29,490	34,000	46,140	16	30,593
	Middle Atlantic	17,250	24,000	24,900	31,000	43,000	7	28,736
Library Sch. Faculty	Middle Atlantic	37,000	41,000	44,500	49,425	52,000	7	45,122
	South Atlantic	26,647	27,000	30,000	42,300	43,000	6	33,658
Not Employed In Libr	Middle Atlantic	21,500	26,000	36,440	42,875	72,800	23	37,827
	South Atlantic	19,018	28,000	33,674	48,635	62,304	20	38,328
	Pacific	21,238	27,750	30,800	38,000	49,900	22	33,039
	New England	24,000	26,500	30,000	36,000	54,311	13	33,139
	East North Central	15,250	21,300	28,800	33,200	56,000	16	30,081
	Mountain	13,800	17,000	21,000	25,550	33,134	8	22,424

Table 10a. Salary Distribution by Organizational Entity in Canada

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Library	$18,031	$26,270	$31,506	$37,500	$48,112	264	$31,980
Information Center	21,559	26,200	30,000	34,500	47,261	68	31,151
Other	22,242	28,000	37,020	43,100	62,925	59	37,680

Table 10b. Salary Distribution by Organizational Entity in United States

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Library	$15,670	$21,580	$26,500	$32,500	$48,742	3,388	$28,084
Information Center	17,599	24,000	29,500	35,835	50,297	831	30,701
Other	16,043	22,644	29,000	36,000	57,661	647	31,057
No Response	17,534	25,000	30,000	36,500	46,575	47	30,662

Table 11a. Salary Distribution by Primary Responsibility
Within Type of Institution in Canada

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Administrative Resp.	$33,000	$36,212	$39,700	$44,000	$50,750	20	$40,668
	Genl Responsibility	15,250	25,430	29,643	33,000	39,500	15	28,805
Other Government	Administrative Resp.	29,900	32,286	36,600	41,500	60,152	16	39,799
	Genl Responsibility	11,920	22,000	30,000	30,500	37,616	17	27,462
Academic—Subj Dept	Administrative Resp.	23,950	30,000	40,000	43,000	45,800	6	37,458
	Genl Responsibility	25,500	32,000	32,000	36,000	44,250	6	33,625
	Reader Service/Refer	22,000	25,000	26,700	29,500	34,000	6	27,533
Academic—Genl Campus	Administrative Resp.	34,602	36,900	39,200	46,600	64,108	8	44,043
	Reader Service/Refer	2,500	21,000	29,000	34,500	39,000	10	26,391
Non-Profit Org/Inst	Administrative Resp.	23,000	27,200	40,000	44,605	57,000	13	38,393
	Genl Responsibility	22,400	25,000	29,500	30,000	36,000	12	29,078
Mining Agric For Fis	Genl Responsibility	18,000	24,000	30,000	34,000	40,000	8	29,728
Trans Pub Util Comm	Administrative Resp.	27,000	27,000	39,300	41,436	46,150	5	37,997
	Info Specialist	30,000	31,836	33,100	38,000	40,300	6	34,873
	Genl Responsibility	18,000	19,500	27,550	32,753	38,000	8	28,297
Bank Finance Realest	Administrative Resp.	30,500	37,800	40,500	42,300	53,850	8	41,219
	Genl Responsibility	19,800	25,600	27,669	36,450	37,400	6	29,203
Accounting	Genl Responsibility	19,000	19,500	25,000	27,500	31,000	7	24,829
Engineer Archit Serv	Genl Responsibility	16,100	21,600	26,500	30,000	34,400	8	26,638
Insurance	Genl Responsibility	20,000	22,000	25,269	26,000	32,000	7	25,596
Legal Services	Genl Responsibility	20,600	27,000	30,000	33,000	40,000	10	30,996
Consulting Services	Genl Responsibility	21,000	21,700	23,000	23,000	31,740	7	24,034
Chemicals Applied Pd	Genl Responsibility	24,000	25,980	26,200	32,700	40,000	8	30,323

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 11b. Salary Distribution by Primary Responsibility
Within Type of Institution in United States

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Administrative Resp.	$22,291	$30,776	$36,890	$44,430	$63,426	140	$38,603
	Not Employed in Libr	28,000	28,500	33,571	48,010	60,000	9	39,516
	Bibliographer	17,200	17,500	31,000	32,673	34,750	9	27,975
	Reader Service/Refer	21,313	26,000	29,018	32,534	43,168	62	30,065
	Acquisitions/Catalog	19,437	25,355	27,665	34,460	40,026	38	29,203
	Genl Responsibility	16,398	21,800	27,250	30,190	37,621	73	26,400
	Info Specialist	18,608	23,985	27,000	33,000	39,167	28	28,417
Other Government	Administrative Resp.	21,412	29,691	34,524	42,495	64,057	67	37,415
	Not Employed in Libr	21,000	23,906	26,000	36,440	51,200	7	31,351
	Info Specialist	19,000	22,500	25,000	29,844	30,000	12	25,723
	Acquisitions/Catalog	16,300	17,000	24,607	28,652	33,000	9	24,340
	Genl Responsibility	15,171	19,290	23,351	28,500	33,347	82	23,636
	Reader Service/Refer	15,394	17,680	23,000	28,018	33,455	25	23,494
Public Library—Subjt	Administrative Resp.	25,824	29,000	32,519	35,600	39,808	31	32,565
	Info Specialist	16,000	23,000	27,000	29,926	30,031	10	25,735
	Reader Service/Refer	15,747	18,700	23,655	27,000	30,250	41	23,051
Public Libr—Genl	Administrative Resp.	19,570	27,720	35,000	42,866	61,939	37	36,643
	Genl Responsibility	15,000	15,500	23,735	24,700	27,954	8	21,736
	Reader Service/Refer	14,792	17,050	21,000	24,103	29,121	26	21,212
	Acquisitions/Catalog	13,572	18,000	20,000	23,868	36,842	12	22,365
Academic—Subj Dept	Library Sch. Faculty	21,683	23,800	42,000	49,926	70,000	8	43,114
	Administrative Resp.	18,874	26,782	33,382	42,000	64,851	181	35,872
	Genl Responsibility	15,946	20,000	23,064	27,000	41,021	123	24,496
	Documents or Reports	17,500	17,774	23,000	26,312	39,000	7	24,451
	Bibliographer	16,430	18,200	22,000	27,000	37,860	31	24,064
	Reader Service/Refer	16,139	19,000	21,900	27,000	33,809	90	23,285
	Info Specialist	16,340	18,500	20,268	22,920	29,500	24	21,207
	Acquisitions/Catalog	13,218	18,000	19,000	26,000	35,732	28	21,784
Academic—Genl Campus	Administrative Resp.	18,887	26,488	30,100	39,300	59,526	138	33,736
	Systems Specialist	3,100	16,320	26,000	26,892	47,880	7	25,685
	Bibliographer	17,945	21,185	25,565	29,000	38,244	19	25,797
	Info Specialist	13,250	20,500	25,000	28,600	34,266	21	24,306

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Academic—Genl Campus	Acquisitions/Catalog	$10,500	$18,675	$22,000	$27,280	$39,106	40	$23,236
	Reader Service/Refer	13,293	18,182	21,800	25,000	33,675	102	22,180
	Genl Responsibility	13,475	19,200	21,180	27,740	36,076	41	23,135
Non-Profit Drg/Inst	Not Employed in Libr	16,950	23,594	33,674	39,850	65,804	23	34,684
	Administrative Resp.	21,632	27,500	32,000	38,800	53,275	191	33,719
	Genl Responsibility	13,325	18,720	23,000	27,900	33,987	233	23,294
	Reader Service/Refer	16,076	20,000	23,000	28,000	36,945	26	24,637
	Info Specialist	15,875	20,000	22,300	30,117	38,775	40	24,955
	Abstractor/Indexer	19,000	20,000	22,000	25,200	34,000	7	24,518
	Editor or Writer	16,800	17,500	21,000	27,100	40,300	9	24,878
	Acquisitions/Catalog	15,353	19,457	20,905	25,000	35,267	28	22,902
Mining Agric For Fis	Administrative Resp.	27,800	29,000	39,179	51,000	57,000	13	40,626
	Genl Responsibility	18,000	22,491	24,500	28,000	31,000	22	25,169
	Info Specialist	15,080	16,400	21,600	32,500	36,000	8	25,780
Trans Pub Util Comm	Administrative Resp.	19,916	28,700	34,000	40,000	61,520	52	36,416
	Reader Service/Refer	25,542	27,510	30,500	32,000	50,403	8	32,729
	Info Specialist	20,183	25,000	29,685	32,700	42,600	20	29,813
	Genl Responsibility	18,657	24,000	26,700	30,200	38,550	58	27,348
Bank Finance	Administrative Resp.	19,916	29,900	34,500	44,000	57,600	52	36,728
	Info Specialist	17,390	22,050	25,500	26,400	32,250	17	25,231
	Genl Responsibility	15,983	20,500	25,000	31,400	35,918	62	25,763
	Reader Service/Refer	17,500	20,832	23,000	37,000	48,000	13	28,275
	Acquisitions/Catalog	19,500	20,448	22,700	24,000	29,000	8	23,468
Accounting	Administrative Resp.	19,900	24,000	26,000	36,000	41,000	20	29,756
	Info Specialist	16,000	21,500	23,650	25,500	28,000	14	23,218
	Genl Responsibility	14,940	18,000	22,400	25,080	33,860	52	22,493
Hosp Medical Service	Administrative Resp.	21,685	25,334	29,580	34,700	44,000	13	30,852
	Genl Responsibility	10,289	16,500	21,500	25,000	27,273	36	20,855
Engineer Archit Serv	Administrative Resp.	19,200	27,000	30,524	38,500	41,910	21	31,914
	Acquisitions/Catalog	15,000	15,000	25,000	33,000	33,060	5	26,012
	Genl Responsibility	15,543	20,000	22,984	27,000	32,388	118	23,481
	Info Specialist	19,000	21,000	21,200	24,000	36,000	8	23,778

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 11b. *Continued*

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Insurance	Administrative Resp.	$23,421	$27,000	$31,900	$34,200	$41,033	25	$31,600
	Info Specialist	18,400	22,000	23,900	27,500	42,952	11	26,798
	Genl Responsibility	13,242	18,800	21,502	27,200	32,450	36	22,847
Advertising Market	Administrative Resp.	23,867	30,000	35,000	36,500	56,333	29	35,590
	Info Specialist	16,000	20,000	22,500	26,000	36,333	31	23,991
	Genl Responsibility	15,300	18,500	21,000	26,000	34,100	26	23,216
Legal Services	Administrative Resp.	23,408	30,000	35,000	43,000	62,188	80	37,400
	Genl Responsibility	15,889	20,100	25,000	29,700	38,682	93	25,570
	Info Specialist	18,000	18,600	24,500	27,000	33,600	12	25,042
	Reader Service/Refer	16,000	21,000	22,000	27,000	27,500	10	23,390
Consulting Services	Administrative Resp.	26,000	29,500	35,000	41,000	58,500	20	37,619
	Self-Employed	17,000	20,000	30,000	45,000	72,000	12	37,250
	Not Employed in Libr	19,000	26,500	30,000	33,072	40,000	11	29,943
	Info Specialist	18,350	25,000	27,700	32,000	48,000	23	29,411
	Genl Responsibility	16,543	21,500	24,000	30,000	40,071	72	26,102
Other Non Manufact	Administrative Resp.	23,875	29,901	35,340	41,200	59,175	44	36,829
	Info Specialist	16,250	22,300	27,600	34,000	52,310	17	29,477
	Not Employed in Libr	19,136	22,500	26,000	30,000	40,300	7	28,777
	Genl Responsibility	17,760	21,500	24,600	29,000	36,175	61	25,572
Textiles Wood Paper	Administrative Resp.	28,000	28,000	31,000	41,000	45,000	8	35,513
	Genl Responsibility	15,250	22,000	25,000	29,520	33,550	16	25,355
Newspaper Publicat	Administrative Resp.	17,857	25,500	32,000	40,125	61,083	56	33,918
	Info Specialist	18,000	19,000	24,000	28,500	42,250	10	25,792
	Genl Responsibility	10,895	19,000	22,880	26,300	33,159	51	22,755
	Reader Service/Refer	18,000	20,000	22,100	32,000	39,927	12	26,771
	Abstractor/Indexer	13,500	18,000	19,100	25,000	35,360	12	22,099
Chemicals Allied Pd	Administrative Resp.	26,945	30,000	33,095	44,000	54,913	42	37,433
	Info Specialist	22,433	26,400	32,088	36,875	40,767	29	32,119
	Bibliographer	15,000	23,900	26,820	29,000	38,200	9	26,796
	Genl Responsibility	16,032	20,650	26,700	31,000	39,800	61	26,662
	Acquisitions/Catalog	18,000	25,600	25,800	33,480	40,700	6	29,134
Processed Foods	Administrative Resp.	28,500	31,000	35,000	51,000	57,000	14	39,725

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Processed Foods	Info Specialist	$16,000	$24,700	$26,200	$34,296	$45,800	14	$28,041
	Genl Responsibility	17,716	22,500	25,000	30,000	32,607	28	26,146
Pharmaceuticals	Administrative Resp.	24,855	34,000	37,752	41,160	54,513	41	38,526
	Info Specialist	20,348	27,800	30,000	33,500	42,125	32	30,793
	Genl Responsibility	18,733	23,000	25,000	33,000	39,967	25	27,492
Petroleum Refining	Administrative Resp.	22,250	31,200	45,600	51,000	65,750	23	43,966
	Info Specialist	27,000	38,000	42,000	54,500	62,000	8	45,063
	Genl Responsibility	18,550	26,000	30,000	33,800	51,520	24	31,274
	Not Employed in Libr	21,600	21,600	29,700	30,800	32,350	4	28,613
	Acquisitions/Catalog	22,300	24,000	25,692	31,000	36,000	8	27,700
Rubber Plastics Cerm	Genl Responsibility	18,500	20,790	30,200	31,500	37,800	11	28,194
Metals Metal Prod	Administrative Resp.	22,000	30,420	32,100	32,700	41,500	10	32,355
	Genl Responsibility	16,250	19,000	22,620	25,600	33,960	17	23,246
Office Comp Acct Mac	Administrative Resp.	22,333	28,225	36,000	42,400	53,306	28	36,877
	Info Specialist	24,000	25,656	28,860	32,700	36,000	14	28,981
	Genl Responsibility	19,292	24,400	26,903	30,000	37,200	36	27,420
Electrical Equip Sup	Administrative Resp.	25,103	30,700	35,200	37,600	50,480	17	36,074
	Genl Responsibility	17,275	23,310	27,000	28,889	36,870	41	26,359
Motor Vech Equipment	Administrative Resp.	25,500	26,614	37,500	42,960	68,000	9	38,864
	Genl Responsibility	16,500	23,400	33,300	38,500	42,000	10	31,945
Aircraft Aerospace	Administrative Resp.	24,555	32,800	37,500	42,000	52,455	38	37,707
	Info Specialist	16,725	26,000	27,400	34,000	35,100	10	28,880
	Genl Responsibility	17,500	23,000	25,440	30,720	43,535	33	27,569
Other Manufacturing	Administrative Resp.	25,350	32,000	35,000	41,190	47,500	20	36,426
	Genl Responsibility	16,051	21,138	25,200	29,700	38,442	62	25,862
	Info Specialist	19,000	22,500	23,208	28,800	37,000	17	25,638

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 12a. Salary Distribution by Number of Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$17,467	$22,500	$26,700	$31,836	$49,523	91	$28,400
One	20,525	25,269	30,000	34,000	41,975	81	30,140
Two	14,986	26,400	30,000	33,000	43,914	68	29,805
Three	24,548	29,400	32,750	37,800	49,945	35	34,124
Four	23,740	32,000	33,571	36,360	45,451	29	34,441
Five	26,750	32,286	38,064	42,300	60,150	17	39,024
Six	24,000	28,428	40,000	40,050	46,150	7	36,518
Eight	30,000	35,000	36,600	38,755	42,000	8	37,110
Ten	39,000	40,500	43,000	44,605	50,000	8	43,451
11-15	24,000	34,500	38,196	46,000	49,000	14	38,726
16-20	23,000	28,000	42,300	45,800	57,000	8	41,325
More than 20	38,450	42,810	46,000	51,000	66,598	16	48,056

Table 12b. Salary Distribution by Number of Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$14,943	$19,606	$24,000	$29,000	$42,992	1,346	$25,245
One	15,136	21,000	25,000	29,200	39,027	897	25,522
Two	16,721	22,000	26,736	31,000	40,907	667	27,139
Three	16,921	22,734	28,000	32,500	42,734	438	28,148
Four	15,931	24,700	29,500	35,000	45,107	332	29,765
Five	18,306	25,920	30,000	37,000	47,914	202	31,337
Six	17,814	26,500	33,000	38,000	52,784	167	33,241
Seven	20,195	27,600	33,000	39,000	55,155	125	34,337
Eight	19,623	25,500	32,000	38,000	53,089	101	33,092
Nine	18,645	28,000	34,356	40,500	55,270	78	34,834
Ten	22,369	27,000	34,200	40,000	56,044	72	34,914
11-15	18,286	27,785	35,000	42,600	57,522	201	35,893
16-20	24,851	33,000	41,280	50,000	64,057	99	42,366
More than 20	27,974	37,500	45,000	55,000	73,540	188	47,096

Table 12c. Salary Distribution by Number of Professional Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$18,026	$24,590	$29,500	$34,000	$45,312	271	$29,855
One	24,957	30,000	33,000	38,755	54,550	55	35,564
Two	29,000	34,313	38,150	42,300	50,000	16	38,836
Three	35,000	36,100	40,300	43,100	52,500	13	41,208
Four	33,571	34,500	40,500	45,000	51,000	6	41,095
Five	28,000	35,000	39,300	44,500	45,700	8	39,818

Table 12d. Salary Distribution by Number of Professional Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$15,141	$20,280	$24,700	$29,677	$40,564	3,164	$25,509
One	18,666	25,000	29,200	34,385	46,576	656	30,277
Two	20,886	27,566	32,500	38,000	47,826	338	32,996
Three	21,859	29,000	35,000	41,000	54,488	192	35,692
Four	19,517	30,000	36,000	42,600	55,355	131	36,509
Five	22,868	30,000	37,050	45,000	62,515	103	38,806
Six	25,518	34,185	40,000	46,100	58,741	62	40,311
Seven	25,590	32,500	37,440	47,700	61,035	46	39,608
Eight	28,667	34,000	40,000	48,000	68,977	45	43,613
Nine	26,000	35,000	42,000	47,000	73,000	25	44,055
Ten	29,200	35,500	43,300	53,000	72,667	25	45,973
11-15	30,219	38,191	45,365	55,000	69,498	58	47,083
16-20	32,185	42,492	52,000	60,000	71,763	27	51,664
More than 20	33,777	40,800	52,000	61,700	82,750	41	53,068

Table 12e. Salary Distribution by Number of Technical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$17,939	$23,608	$27,800	$33,300	$50,698	176	$29,800
One	19,938	28,300	31,500	36,000	44,327	115	31,986
Two	28,530	32,000	34,313	39,300	52,006	45	36,891
Three	25,714	36,000	40,000	40,500	55,600	23	38,913
Four	23,950	31,506	34,840	36,900	43,100	8	35,125
Six	40,000	42,300	44,000	45,700	57,000	7	45,373

Table 12f. Salary Distribution by Number of Technical Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$15,307	$20,900	$25,200	$31,000	$46,726	2,876	$26,951
One	16,673	23,000	28,000	32,580	44,860	1,012	28,520
Two	18,163	25,885	30,680	35,835	50,921	452	31,600
Three	20,203	26,782	32,500	39,624	56,256	186	34,360
Four	18,765	28,746	33,727	41,219	57,492	118	35,744
Five	22,970	28,000	34,320	40,300	52,397	56	35,162
Six	15,680	27,500	35,835	44,342	54,511	45	36,207
Seven	22,533	29,000	37,000	40,440	59,233	32	37,033
Eight	21,306	25,440	38,500	39,480	71,500	13	37,913
Nine	20,638	30,000	34,000	45,665	57,893	14	37,375
Ten	23,695	32,000	41,200	50,591	63,210	21	41,495
11-15	24,171	35,500	41,000	50,000	69,441	36	44,310
16-20	26,140	35,300	45,000	60,635	88,250	23	50,217
More than 20	33,600	39,000	52,000	62,000	76,367	29	52,026

Table 12g. Salary Distribution by Number of Clerical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$19,018	$24,500	$29,500	$34,000	$49,644	171	$30,594
One	19,264	27,000	30,500	36,000	43,297	111	31,346
Two	16,375	28,000	33,000	38,000	55,082	43	33,447
Three	25,635	32,000	37,500	40,500	53,500	19	37,912
Four	21,000	28,500	35,000	41,000	45,000	12	35,815
Five	25,000	36,100	37,450	42,439	45,800	10	37,790

Table 12h. Salary Distribution by Number of Clerical Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$15,567	$21,000	$25,900	$31,260	$45,822	2,193	$27,094
One	15,999	22,285	27,000	32,000	44,276	1,274	27,851
Two	16,525	22,500	28,000	34,500	49,806	573	29,551
Three	16,868	22,020	28,411	35,000	47,713	254	29,607
Four	14,762	23,500	31,250	37,100	54,309	151	31,697
Five	17,897	27,500	35,000	42,000	59,591	94	35,959
Six	18,581	25,000	32,515	41,380	56,496	68	34,268
Seven	19,276	27,566	37,000	40,200	57,712	47	36,304
Eight	19,761	24,000	31,740	40,000	49,743	38	32,410
Nine	24,300	31,000	38,740	47,000	59,333	26	40,266
Ten	19,042	22,680	35,000	44,100	62,000	29	36,852
11-15	16,787	29,000	39,500	46,500	62,503	81	38,677
16-20	23,767	38,200	45,000	52,000	73,163	30	45,745
More than 20	24,605	36,600	50,600	62,000	81,233	55	50,672

Table 13a. Salary Distribution by Number of Professionals Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$17,629	$24,500	$29,216	$33,848	$44,385	244	$29,563
	Male	21,950	27,200	30,000	37,845	55,100	24	33,194
One	Female	24,548	29,500	33,000	38,400	51,060	47	34,753
	Male	28,550	31,500	36,450	40,050	72,000	8	40,326
Two	Female	29,000	34,313	38,150	40,600	50,000	15	38,592
	Male	42,500	42,500	42,500	42,500	42,500	1	42,500
Three	Female	35,000	36,100	40,000	41,500	47,000	11	39,473
	Male	49,000	49,000	49,000	52,500	52,500	2	50,750
Four	Female	34,500	34,500	42,000	45,000	51,000	5	42,600
	Male	33,571	33,571	33,571	33,571	33,571	1	33,571
Five	Female	28,000	35,000	39,300	44,500	45,700	8	39,818
Six	Female	36,900	36,900	42,300	43,500	45,800	5	41,700
Seven	Female	33,720	33,720	42,000	42,810	50,000	4	42,133
	Male	42,000	42,000	42,000	42,000	42,000	1	42,000
Eight	Female	38,196	38,196	47,178	47,178	57,000	3	47,458
Nine	Female	46,000	46,000	46,000	46,000	46,000	1	46,000
Ten	Male	51,216	51,216	51,216	51,216	51,216	1	51,216
11-15	Female	40,800	40,800	44,000	46,000	46,000	4	44,200
More than 20	Male	64,108	64,108	64,108	69,087	69,087	2	66,598

Table 13b. Salary Distribution by Number of Professionals Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$15,053	$20,100	$24,408	$29,018	$38,963	2,706	$25,130
	Male	15,771	21,000	26,400	32,000	47,159	447	27,657
One	Female	18,714	25,000	29,000	34,000	44,133	563	29,796
	Male	18,495	26,500	30,500	36,000	59,215	93	33,189
Two	Female	20,656	27,260	32,379	37,500	46,723	277	32,579
	Male	22,746	29,000	33,000	40,000	52,441	61	34,894
Three	Female	21,237	29,100	34,989	41,000	54,440	154	35,497
	Male	24,577	26,456	35,000	43,500	54,341	37	36,822
Four	Female	21,592	31,000	36,000	42,000	54,058	99	36,672
	Male	14,200	26,444	35,600	44,000	58,565	31	36,289
Five	Female	22,226	28,700	35,800	44,400	58,251	74	37,080
	Male	25,697	34,000	40,000	48,000	68,800	28	42,788
Six	Female	24,227	33,134	38,000	44,342	59,196	44	39,397
	Male	30,815	35,000	42,000	49,800	57,431	17	43,164
Seven	Female	25,082	31,800	35,000	44,500	60,355	37	38,996
	Male	27,624	32,788	38,125	39,600	63,754	8	40,768
Eight	Female	29,333	37,500	39,900	45,000	60,333	33	41,423
	Male	25,000	31,336	48,000	66,385	73,000	12	49,637
Nine	Female	25,000	35,600	41,000	45,117	50,500	18	39,754
	Male	28,000	35,000	53,200	70,500	76,500	7	55,113
Ten	Female	28,600	35,500	42,188	46,500	67,000	14	43,028
	Male	29,000	35,835	48,698	54,000	81,000	11	49,720
11-15	Female	27,867	36,480	43,643	52,000	64,824	30	44,583
	Male	34,967	40,600	47,289	56,000	72,497	28	49,762
16-20	Female	30,888	39,300	52,500	60,000	63,000	16	49,642
	Male	36,500	46,000	52,000	55,400	80,400	11	54,605
More than 20	Female	32,500	39,600	44,500	62,000	68,050	18	49,471
	Male	35,500	45,100	55,000	61,700	94,250	22	56,514

Table 13c. Salary Distribution by Number of Technical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$17,556	$23,000	$27,670	$33,300	$49,747	162	$29,565
	Male	22,000	26,000	28,500	33,571	64,108	12	33,221
One	Female	19,335	28,132	30,500	36,000	44,739	102	31,737
	Male	21,900	28,550	34,400	40,000	42,000	12	34,773
Two	Female	28,350	32,000	34,000	38,755	46,008	40	35,810
	Male	31,000	31,000	43,500	49,000	72,000	5	45,540
Three	Female	25,714	36,000	39,000	40,500	48,000	18	37,867
	Male	29,643	29,643	40,050	42,500	61,200	5	42,679
Four	Female	23,950	32,600	36,600	36,900	43,100	7	35,641
	Male	31,506	31,506	31,506	31,506	31,506	1	31,506
Five	Female	39,000	39,000	40,300	45,000	51,000	4	43,825
	Male	38,224	38,224	38,224	38,224	38,224	1	38,224
Six	Female	40,000	42,300	44,000	45,700	57,000	7	45,373
Seven	Female	34,500	34,500	34,500	36,607	36,607	2	35,554
Eight	Male	27,200	27,200	27,200	27,200	27,200	1	27,200
Ten	Male	49,000	49,000	49,000	49,000	49,000	1	49,000
11-15	Female	24,000	24,000	40,000	46,000	47,178	5	37,036
More than 20	Male	69,087	69,087	69,087	69,087	69,087	1	69,087

Table 13d. Salary Distribution by Number of Technical Employees Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$15,225	$20,592	$25,000	$30,000	$43,689	2,442	$26,241
	Male	15,792	22,000	28,100	36,440	57,868	428	30,898
One	Female	16,627	23,000	28,000	32,500	42,981	851	28,128
	Male	17,396	23,735	29,000	35,100	52,509	156	30,652
Two	Female	17,786	25,200	30,000	35,000	48,574	367	30,881
	Male	21,056	27,400	32,469	39,000	56,540	82	34,366
Three	Female	20,030	26,614	32,500	38,760	51,717	138	33,496
	Male	21,252	27,000	35,000	42,000	65,899	47	37,084
Four	Female	18,497	29,000	33,727	42,000	56,706	94	36,018
	Male	18,700	27,000	33,300	40,300	61,750	24	34,670
Five	Female	22,564	28,130	34,000	40,000	51,899	48	34,855
	Male	26,381	26,985	34,320	42,000	52,000	8	37,006
Six	Female	14,800	31,000	35,835	43,000	54,275	34	35,758
	Male	15,000	26,000	35,000	46,500	55,000	11	37,595
Seven	Female	22,533	27,700	35,800	39,800	56,950	26	35,780
	Male	35,835	38,750	40,125	43,656	53,200	6	42,461
Eight	Female	21,306	25,440	38,500	39,468	51,000	11	35,052
	Male	35,800	35,800	35,800	71,500	71,500	2	53,650
Nine	Female	20,638	22,017	34,000	41,460	51,750	9	35,548
	Male	28,990	28,990	37,494	48,698	57,893	5	40,663
Ten	Female	23,695	31,000	35,100	42,188	62,500	16	38,549
	Male	43,000	43,000	50,600	54,000	56,420	5	50,922
11-15	Female	23,950	35,400	38,400	41,000	53,106	19	38,518
	Male	25,641	41,200	50,000	63,000	72,745	16	51,958
16-20	Female	25,000	34,000	43,000	52,500	69,000	14	44,163
	Male	27,280	35,300	60,635	69,000	99,999	9	59,635
More than 20	Female	30,000	38,251	42,000	62,000	67,100	14	48,175
	Male	35,000	50,500	55,400	61,700	88,500	14	56,593

Table 13e. Salary Distribution by Number of Clerical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$18,713	$24,000	$29,500	$34,000	$48,550	151	$30,216
	Male	22,754	27,500	31,000	37,845	55,100	19	33,939
One	Female	18,990	27,000	30,000	34,500	42,163	99	30,779
	Male	22,000	31,500	36,450	41,436	49,000	11	36,412
Two	Female	16,375	26,400	32,700	36,540	47,507	40	32,199
	Male	38,224	38,224	40,050	40,050	72,000	3	50,091
Three	Female	27,349	34,300	37,500	42,000	53,500	18	38,630
Four	Female	21,000	33,720	40,000	44,250	45,000	9	37,675
	Male	27,200	27,200	28,500	28,500	35,000	3	30,233
Five	Female	25,000	36,100	37,450	42,439	45,800	10	37,790
Six	Female	24,000	24,000	39,300	42,000	42,300	4	36,900
Seven	Female	43,000	43,000	43,000	43,000	43,000	1	43,000
Eight	Female	40,000	40,000	40,000	47,000	47,000	2	43,500
Nine	Female	28,000	28,000	28,000	44,500	44,500	2	36,250
	Male	51,216	51,216	51,216	51,216	51,216	1	51,216
Ten	Female	46,000	46,000	46,000	46,100	46,100	2	46,050
11-15	Female	40,800	40,800	45,700	46,000	50,000	5	45,062
16-20	Female	23,000	23,000	23,000	45,000	45,000	2	34,000
	Male	52,500	52,500	52,500	52,500	52,500	1	52,500
More than 20	Female	36,900	36,900	46,600	46,600	51,000	3	44,833
	Male	64,108	64,108	64,108	69,087	69,087	2	66,598

Table 13f. Salary Distribution by Number of Clerical Employees Supervised by Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$15,421	$20,900	$25,300	$30,600	$42,733	1,832	$26,443
	Male	16,377	22,000	28,000	35,000	56,786	352	30,336
One	Female	16,138	22,022	26,815	31,655	42,508	1,111	27,437
	Male	15,139	24,000	29,000	36,000	53,488	161	30,639
Two	Female	16,245	22,000	27,600	33,550	47,477	476	28,857
	Male	18,355	24,000	31,200	39,100	58,466	95	33,014
Three	Female	16,978	22,360	27,885	34,460	45,530	214	28,959
	Male	16,328	25,500	31,336	37,000	55,601	40	33,069
Four	Female	14,841	23,000	30,000	37,100	51,742	126	31,059
	Male	15,384	24,700	32,000	35,800	59,264	24	34,079
Five	Female	16,640	27,500	33,000	39,470	55,433	70	34,204
	Male	22,450	27,000	36,600	50,000	66,700	24	41,078
Six	Female	17,913	25,000	32,000	39,000	54,694	52	33,288
	Male	22,512	27,000	33,550	43,400	60,000	16	37,452
Seven	Female	17,960	25,000	36,400	42,000	51,933	34	34,741
	Male	27,370	29,000	38,000	39,600	73,000	13	40,390
Eight	Female	19,644	20,280	29,500	37,450	47,424	25	30,690
	Male	24,000	27,000	36,000	40,400	51,800	12	36,695
Nine	Female	23,950	31,000	40,000	48,310	61,500	17	41,940
	Male	25,000	30,000	35,000	42,600	50,500	9	37,104
Ten	Female	18,250	22,680	32,200	44,100	63,000	22	35,641
	Male	21,580	34,024	42,000	42,800	48,698	6	38,600
11-15	Female	16,133	26,931	37,000	43,596	60,281	60	36,666
	Male	20,190	36,842	44,697	50,000	67,444	21	44,423
16-20	Female	23,150	38,147	44,000	50,000	63,500	21	43,263
	Male	25,000	30,630	48,000	61,600	81,000	9	51,536
More than 20	Female	24,000	35,107	42,492	59,000	68,250	23	46,671
	Male	25,833	40,600	52,252	62,500	89,633	31	54,449

Table 14a. Salary Distribution by Education Level in Canada: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Masters	$22,332	$29,000	$31,444	$40,000	$49,877	47	$33,981
Bachelor	19,294	27,500	32,200	39,000	52,347	262	33,346
No Degree	19,900	24,900	27,500	30,300	39,879	25	28,308

Table 14b. Salary Distribution by Education Level in United States: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Doctorate	$18,765	$27,000	$34,000	$50,591	$68,281	111	$38,549
Masters	16,481	23,185	28,600	35,300	53,914	1,008	30,592
6th Year Certificate	17,593	21,300	29,981	33,260	45,500	28	29,140
Bachelor	15,895	22,000	27,000	33,000	48,087	2,908	28,344
Associate	14,440	19,000	22,505	28,000	36,400	50	23,628
No Degree	15,677	20,198	24,390	29,844	39,490	132	25,508
No College	11,500	18,000	20,000	23,000	28,000	24	20,136
No Response	15,854	21,804	27,400	34,000	49,397	652	28,843

Table 14c. Salary Distribution by Education Level in Canada: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Masters	$19,221	$27,500	$32,000	$37,800	$51,444	239	$32,956
Bachelor	22,601	30,000	35,900	40,000	51,804	67	35,509
Associate	18,000	24,000	31,000	41,700	53,850	11	34,123
No Degree	20,333	24,000	27,500	30,000	36,876	27	27,759

Table 14d. Salary Distribution by Education Level in United States: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Doctorate	$18,810	$26,775	$34,024	$42,000	$62,355	78	$35,796
Masters	16,380	22,300	27,600	33,600	50,239	3,944	29,141
6th Year Certificate	16,445	23,000	28,700	33,978	49,849	43	29,146
Bachelor	14,401	19,606	26,000	32,000	48,051	114	27,138
Associate	12,630	18,000	22,000	25,334	40,012	42	22,931
No Degree	14,290	20,000	25,000	32,000	45,163	195	26,596
No College	15,398	18,876	22,500	27,450	49,613	40	25,572
No Response	14,615	21,000	26,340	33,727	51,414	457	28,342

Table 14e. Salary Distribution by Highest Subject Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Bachelor	$18,300	$31,000	$36,000	$42,000	$50,033	32	$36,057
Other Government	Masters	23,500	28,000	30,486	37,387	69,087	10	35,957
Other Government	Bachelor	15,213	30,000	34,000	38,064	47,072	30	33,520
Academic-Subj Dept	Bachelor	22,975	26,270	32,000	40,000	48,525	20	33,961
Academic—Genl Campus	Bachelor	11,750	24,000	32,000	39,000	55,643	16	33,127
Non-Profit Org/Inst	Bachelor	22,200	24,842	30,000	40,352	54,000	22	33,371
Trans Pub Util Comm	Bachelor	18,000	28,132	31,836	34,000	46,150	14	31,797
Bank Finance Realest	Bachelor	27,000	27,669	37,400	40,000	53,850	13	35,709
Accounting	Bachelor	20,000	21,000	24,000	25,000	31,000	7	24,543
Legal Services	Bachelor	20,600	24,000	30,000	33,000	40,000	9	29,829
Consulting Services	Bachelor	21,000	21,700	30,000	33,000	43,500	9	29,582
Other Non Manufact	Bachelor	23,000	24,500	32,580	36,540	38,400	10	31,012
Newspaper Publicat	Bachelor	25,000	29,100	32,500	44,500	80,000	12	39,005
Petroleum Refining	Bachelor	28,428	29,000	34,600	38,224	74,700	12	39,157

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 15a. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in Canada

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Business, Economics	$27,670	$30,000	$37,387	$41,436	$46,000	6	$36,657
Physical Sciences	22,000	28,000	34,000	40,000	68,054	21	36,650
Social Sciences	20,093	29,000	34,000	37,845	51,115	75	34,052
Earth Sciences	21,600	28,132	33,000	38,000	41,436	14	32,918
Foreign Languages	22,175	27,000	33,000	39,200	45,787	36	33,699
Liberal Arts	15,858	28,000	33,000	39,700	51,041	64	33,779
Law	32,500	32,500	32,500	35,000	35,000	2	33,750
Biomedical	21,800	25,548	31,700	40,000	49,000	14	33,464
English & Journalism	21,251	28,300	30,850	37,500	56,914	73	33,480
Engineering	18,000	18,000	26,500	26,500	61,200	3	35,233
Fine & Applied Arts	20,500	23,100	25,500	34,313	50,000	16	30,510
Philosophy & Religion	20,000	21,900	23,608	38,000	40,500	6	28,751
Education	18,750	21,700	23,000	36,212	41,720	15	27,928

Table 15b. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in United States

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Law	$20,401	$27,000	$37,000	$53,316	$72,315	64	$40,980
Physical Sciences	17,819	26,736	32,000	39,379	57,291	365	34,044
Business, Economics	17,318	24,000	29,250	37,500	54,061	308	31,459
Engineering	18,269	23,300	28,010	36,140	55,500	35	31,213
Earth Sciences	17,826	22,365	28,000	33,000	48,756	103	28,789
Biomedical	16,026	22,277	27,500	34,000	49,010	299	29,295
English & Journalism	16,424	22,200	27,500	33,200	49,570	923	28,911
Philosophy & Religion	13,128	20,060	27,260	32,000	48,779	86	27,756
Social Sciences	16,070	22,000	27,130	33,432	50,730	850	28,866
Foreign Languages	16,276	22,000	27,000	33,000	47,106	288	28,393
Liberal Arts	15,867	21,500	26,250	32,534	45,783	759	27,857
Education	14,311	21,590	26,000	31,500	47,940	483	27,358
Fine & Applied Arts	15,176	20,745	25,000	30,734	47,107	258	26,657

Table 14f. Salary Distribution by Highest Subject Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Masters	$17,601	$26,900	$32,673	$39,832	$58,661	81	$34,372
	Bachelor	19,246	26,000	30,000	35,835	52,764	222	31,782
	No Degree	15,600	18,715	27,000	29,897	36,889	9	26,534
Other Government	Doctorate	21,000	27,000	39,816	46,212	69,000	8	42,129
	Masters	15,964	23,000	26,532	32,200	60,409	55	29,955
	Bachelor	16,214	21,000	25,530	31,452	45,693	114	27,215
Public Library—Subjt	Masters	16,997	23,000	28,100	29,000	40,500	15	28,015
Public Libr—Genl	Masters	19,219	22,282	27,959	50,000	61,377	18	35,540
	Bachelor	14,521	19,448	24,000	32,000	47,004	55	26,409
Academic—Subj Dept	Doctorate	19,517	25,632	36,225	54,000	70,800	30	40,335
	Masters	16,144	20,400	25,470	32,000	56,367	149	28,598
	Bachelor	16,139	19,950	23,500	32,000	47,772	258	26,568
	No Degree	17,500	20,000	22,285	26,000	34,500	8	23,942
Academic—Genl Campus	Doctorate	19,500	24,899	29,000	41,000	58,000	13	33,364
	Bachelor	12,732	18,782	23,500	28,000	47,265	210	25,141
Non-Profit Org/Inst	Doctorate	14,000	22,000	28,500	41,383	64,608	10	33,303
	Masters	16,188	22,500	28,000	34,000	47,815	120	29,068
	Bachelor	14,894	20,745	25,202	31,304	46,831	349	27,034
	No Degree	17,150	20,000	24,390	30,090	42,800	12	27,057
Mining Agric For Fis	Masters	15,080	27,400	28,000	33,500	51,000	10	31,193
	Bachelor	17,800	22,491	28,000	33,000	50,333	29	29,533
Trans Pub Util Comm	Masters	21,833	25,400	30,200	35,000	45,567	28	31,940
	Bachelor	18,443	25,000	29,000	33,900	53,376	99	30,904
	No Degree	21,600	24,000	26,700	33,300	39,300	7	29,843
Bank Finance Realest	Masters	20,000	24,710	32,496	39,000	50,133	32	32,745
	Bachelor	17,156	23,000	27,500	34,000	46,455	99	29,257
Accounting	Masters	12,000	14,700	22,500	27,500	42,000	8	24,963
	Bachelor	16,923	20,700	23,700	26,600	36,650	60	24,521
	No Degree	15,600	18,000	22,400	25,080	35,000	10	22,738

Table 14f. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Hosp Medical Service	Masters	2,600	21,500	23,329	26,200	40,400	14	23,604
	Service Bachelor	14,185	19,531	22,800	26,100	35,585	27	23,385
Engineer Archit Serv	Masters	16,300	19,000	25,000	29,000	38,220	21	25,164
	Bachelor	15,693	20,956	25,000	27,500	36,315	113	24,713
Engineer Archit Serv	No Degree	18,000	19,400	20,000	23,000	38,500	6	23,583
Insurance	Masters	18,800	22,438	27,200	32,500	37,500	11	27,935
	Bachelor	15,337	21,200	24,800	30,000	39,188	46	25,690
	No Degree	9,150	17,000	18,876	24,000	34,800	6	20,804
Advertising Market	Masters	17,000	25,000	30,000	35,000	36,800	11	29,327
	Bachelor	13,671	20,000	24,300	31,000	42,857	65	25,803
Commerical Labs	Bachelor	21,000	21,500	24,000	30,000	32,500	6	25,967
Legal Services	Doctorate	23,500	28,000	44,330	60,000	75,000	12	46,819
	Masters	21,000	27,000	31,876	35,000	49,893	27	32,272
	Bachelor	16,243	21,400	26,000	32,400	44,411	140	27,660
Info Brokers	Masters	16,000	29,000	33,000	44,100	66,385	6	37,248
	Bachelor	10,500	15,956	22,000	30,000	45,000	13	25,320
Consulting Services	Masters	18,500	24,000	30,000	40,000	46,667	28	31,174
	Bachelor	17,490	22,000	27,225	33,072	51,950	98	29,161
Other Non Manufact	Masters	14,667	21,300	27,800	38,000	58,867	31	30,829
	Bachelor	19,381	23,672	29,000	34,200	47,813	92	29,914
Textiles Wood Paper	Bachelor	15,250	22,000	28,000	31,600	43,000	22	27,957
Newspaper Publicat	Masters	15,267	19,000	26,000	33,800	59,833	29	28,748
	Bachelor	13,628	22,500	25,500	32,210	46,447	82	27,666
	No Degree	15,340	19,376	21,500	30,000	42,000	9	24,824
Chemicals Allied Pd	Masters	22,500	27,000	31,500	32,400	46,400	31	31,886
	Bachelor	18,949	25,320	30,000	35,160	48,364	98	30,952
	No Degree	16,800	22,000	26,664	30,000	39,000	10	26,706
Processed Foods	Masters	23,500	24,800	28,500	31,500	35,000	10	28,790
	Bachelor	17,075	24,000	29,800	33,700	52,861	39	30,409
Pharmaceuticals	Masters	21,833	30,000	34,200	38,000	47,317	26	34,115
	Bachelor	20,287	26,700	32,000	38,400	56,113	82	33,841
Petroleum Refining	Masters	27,000	30,000	32,000	45,600	62,000	14	38,510
	Bachelor	22,503	28,300	34,000	45,000	61,207	55	37,918

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Rubber Plastics Cerm	Bachelor	18,670	20,790	27,000	31,500	43,700	15	28,899
Metals Metal Prod	Masters	17,000	23,197	28,920	40,000	41,500	6	30,270
	Bachelor	16,150	20,000	24,000	30,420	35,850	21	25,323
Office Comp Acct Mac	Masters	20,500	24,648	28,600	31,500	53,460	19	30,385
	Bachelor	22,600	25,800	29,000	33,648	44,140	51	30,424
Other Machines	Bachelor	22,500	23,400	33,000	37,570	44,000	6	32,598
Electrical Equip Sup	Masters	17,700	25,000	27,500	31,000	55,000	12	29,825
	Bachelor	18,928	24,700	29,592	34,800	41,912	45	29,961
Motor Vech Equipment	Masters	20,000	29,100	32,000	32,740	49,800	7	33,406
	Bachelor	19,950	28,000	35,000	38,000	55,480	19	35,083
Aircraft Aerospace	Masters	19,300	26,780	34,400	45,000	54,610	15	35,757
	Bachelor	18,855	25,800	30,720	38,000	46,028	69	31,290
Nuclear Energy	Bachelor	19,600	20,000	22,644	31,488	41,400	8	27,149
Other Manufacturing	Masters	18,678	21,000	28,100	33,264	43,980	21	29,092
	Bachelor	17,365	23,000	26,400	32,000	42,221	64	27,770

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 14g. Salary Distribution by Highest Library Science Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Masters	$18,300	$30,000	$34,000	$42,000	$50,033	32	$35,103
	Bachelor	29,643	33,000	39,000	39,700	46,000	7	37,906
Other Government	Masters	15,547	30,000	32,000	37,020	55,434	31	33,738
	Bachelor	30,500	32,286	36,360	39,000	41,700	9	36,697
Academic—Subj Dept	Masters	22,975	25,500	30,000	40,000	47,750	16	32,714
Academic—Genl Campus	Masters	10,030	24,000	32,000	36,900	55,354	19	31,856
Non-Profit Org/Inst	Masters	22,750	27,000	32,200	40,000	50,803	18	33,726
Mining Agric For Fis	Masters	27,500	30,000	30,850	33,100	40,000	8	32,159
Trans Pub Util Comm	Masters	18,000	27,550	31,836	34,000	46,150	13	31,693
Bank Finance Realest	Masters	25,025	27,669	30,500	37,800	42,700	15	32,838
Legal Services	Masters	20,600	24,000	27,000	30,360	33,500	8	28,183
Consulting Services	Masters	21,000	23,000	25,000	33,300	43,500	10	29,250
Other Non Manufact	Masters	23,000	24,500	34,300	34,500	38,400	7	31,128
Newspaper Publicat	Masters	25,000	28,500	29,400	34,840	45,000	9	33,117
Petroleum Refining	Masters	28,860	29,000	36,000	38,224	74,700	9	40,978

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 14h. Salary Distribution by Highest Library Science Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Masters	$19,125	$26,166	$31,000	$37,500	$53,746	337	$32,542
	Bachelor	16,250	19,606	28,347	31,655	37,900	11	27,582
	No Degree	18,000	23,400	28,133	36,889	60,000	13	31,716
Other Government	Doctorate	17,000	18,500	27,000	30,000	54,220	7	30,095
	Masters	16,287	22,000	26,800	32,200	52,440	184	28,741
Public Library—Subjt	Masters	16,340	22,631	27,000	30,031	37,833	87	26,772
Public Libr—Genl	Masters	14,641	20,000	24,000	32,000	49,451	84	26,695
Academic—Subj Dept	Doctorate	22,092	32,370	35,151	49,926	68,350	16	40,884
	Masters	16,377	20,158	25,000	32,244	52,927	464	27,790
	No Degree	15,650	16,000	22,285	26,750	28,230	8	22,661
Academic—Genl Campus	Doctorate	16,000	30,734	38,740	43,656	56,210	14	37,776
	Masters	13,937	20,000	24,600	30,046	49,528	349	26,698
Non-Profit Org/Inst	Masters	15,475	21,445	27,000	32,000	47,022	492	27,756
	Bachelor	15,750	17,800	18,740	26,448	36,850	17	22,915
	No Degree	11,906	17,180	23,400	27,000	41,900	19	25,322
Mining Agric For Fis	Masters	18,650	24,500	28,200	33,000	52,250	38	30,598
Trans Pub Util Comm	Masters	19,920	26,888	30,200	35,100	54,713	116	32,371
	No Degree	21,320	23,000	26,700	33,300	38,000	12	28,252
Bank Finance Realest	Masters	17,857	22,700	28,000	35,796	49,381	125	30,313
	No Degree	18,000	22,050	25,500	32,500	38,100	9	27,416
Accounting	Masters	15,895	20,700	24,000	27,000	40,112	72	25,003
Hosp Medical Service	Masters	11,614	20,000	24,200	26,790	36,150	44	23,928
Engineer Archit Serv	Masters	15,878	21,000	24,440	28,000	37,490	119	25,018
	No Degree	16,300	17,600	20,800	22,000	38,500	8	23,150
Insurance	Masters	17,272	21,502	26,600	30,500	39,759	57	27,097
	Bachelor	22,500	26,000	31,000	31,900	37,000	7	30,286
Advertising Market	Masters	16,571	20,000	26,000	34,500	48,357	73	27,985
	No Degree	4,400	20,000	21,000	27,000	39,000	14	22,280
Commercial Labs	Masters	21,000	21,500	26,800	30,000	39,000	7	27,829
Legal Services	Masters	16,748	23,500	28,000	35,000	52,737	178	30,088
Info Brokers	Masters	12,750	18,000	29,000	35,000	59,528	21	29,617
Consulting Services	Masters	18,043	22,500	27,500	34,000	49,731	125	29,354

Table 14h. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Other Non Manufact	Masters	$17,621	$23,672	$29,000	$35,000	$50,229	113	$30,152
Textiles Wood Paper	Masters	19,400	22,000	28,000	31,000	39,550	17	28,327
Newspaper Publicat	Masters	14,669	21,580	25,500	32,210	55,300	93	28,953
	No Degree	19,376	22,360	25,200	31,000	42,000	14	27,671
Chemicals Allied Pd	Masters	20,377	26,000	30,000	35,000	46,830	112	31,234
	No Degree	15,900	22,000	29,050	30,000	50,500	15	29,874
Processed Foods	Masters	22,125	25,000	29,600	33,700	50,611	42	30,822
Pharmaceuticals	Masters	19,734	26,000	31,200	36,936	53,196	99	32,675
Petroleum Refining	Masters	21,503	27,144	32,000	41,000	59,667	64	35,404
Rubber Plastics Cerm	Masters	19,320	25,000	29,760	31,500	37,051	15	28,378
Metals Metal Prod	Masters	21,628	23,000	29,052	32,000	39,500	15	28,945
Office Comp Acct Mac	Masters	23,081	25,753	29,100	34,170	47,800	69	31,221
Electrical Equip Sup	Masters	19,756	27,000	29,700	34,260	41,912	51	30,258
Motor Vech Equipment	Masters	22,967	29,100	35,000	40,000	53,587	26	35,407
Aircraft Aerospace	Masters	21,247	25,001	32,000	38,460	49,082	81	32,716
Nuclear Energy	Masters	19,600	20,760	25,200	31,488	41,400	8	28,149
Other Manufacturing	Masters	18,481	23,000	28,800	33,264	44,046	78	29,123
	No Degree	19,000	21,000	22,800	25,424	39,515	10	25,027

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 15c. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	English & Journalism	$25,000	$33,848	$36,212	$42,500	$55,000	14	$38,101
Other Government	Liberal Arts	23,500	30,100	32,000	39,000	51,216	9	35,593
	Social Sciences	11,920	28,000	34,000	36,600	56,544	16	34,025
Non-Profit Org/Inst	Liberal Arts	25,000	27,000	30,000	34,819	44,605	7	32,711
Bank Finance Realest	Liberal Arts	23,050	27,000	28,550	30,500	53,850	7	31,946

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 15d. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Biomedical	$17,723	$21,804	$32,427	$37,600	$56,095	23	$31,986
	Business, Economics	21,630	28,139	35,000	39,000	52,833	18	34,701
	Earth Sciences	19,075	28,000	29,018	34,000	57,759	12	33,382
	Education	20,741	24,011	28,000	31,000	48,190	47	29,799
	English & Journalism	16,944	23,000	29,589	40,000	61,105	73	33,029
	Fine & Applied Arts	18,777	25,000	27,100	33,727	65,736	15	32,977
	Foreign Languages	21,653	27,252	33,727	38,852	51,438	22	33,749
	Liberal Arts	19,624	26,500	31,000	36,889	48,952	59	31,933
	Physical Sciences	18,418	28,000	34,360	38,500	45,401	25	33,594
	Philosophy & Relig.	26,166	27,260	31,655	37,943	48,867	8	35,575
	Social Sciences	20,109	26,000	31,000	36,138	53,573	83	32,400
Other Government	Business, Economics	16,400	23,820	26,800	32,673	69,000	12	31,774
	Education	17,367	21,590	25,000	30,000	46,067	34	26,889
	English & Journalism	16,264	23,544	29,000	36,000	46,898	46	29,263
	Fine & Applied Arts	12,584	16,300	20,534	28,052	32,734	10	21,899
	Foreign Languages	18,069	20,000	24,408	30,380	65,450	22	28,070
	Liberal Arts	17,267	20,534	23,086	28,711	38,380	25	25,823
	Physical Sciences	18,800	22,200	24,000	30,000	32,673	7	26,091

Other Government	Social Sciences	15,276	23,000	27,000	34,524	57,156	50	30,179
Public Library—Subjt	Business, Economics	18,700	25,600	32,000	38,423	42,000	8	32,540
	Education	14,000	18,700	32,500	32,519	38,147	7	28,695
	English & Journalism	16,874	24,773	29,000	32,144	38,212	18	28,467
	Liberal Arts	14,896	20,000	23,000	29,000	37,764	26	24,790
	Social Sciences	18,027	24,000	27,612	28,667	34,898	20	26,841
Public Libr—Genl	English & Journalism	15,725	18,018	26,200	32,157	60,700	18	29,419
	Liberal Arts	15,150	18,000	24,249	30,000	39,151	17	25,387
	Social Sciences	15,827	20,352	23,000	28,932	50,078	24	25,859
	Other	13,572	16,000	27,370	31,325	38,000	7	25,650
Academic—Subj Dept	Biomedical	17,261	21,000	25,000	31,132	52,705	65	27,958
	Business, Economics	18,567	25,000	27,900	35,600	47,733	34	30,246
	Earth Sciences	18,365	19,893	24,000	29,000	49,000	14	26,207
	Education	16,181	20,000	25,000	33,000	56,150	54	27,936
Academic—Subj Dept	English & Journalism	16,873	19,000	23,104	29,000	53,421	77	26,798
	Fine & Applied Arts	14,500	17,600	20,500	23,064	36,716	19	21,662
	Foreign Languages	17,328	21,500	25,312	36,500	57,833	34	30,527
	Law	21,450	29,000	46,500	63,585	73,445	21	47,248
	Liberal Arts	15,181	19,626	23,805	29,000	44,049	61	25,605
	Physical Sciences	18,512	24,172	28,840	36,996	48,573	45	31,132
	Philosophy & Relig.	11,500	12,836	18,500	26,000	41,000	9	21,371
	Social Sciences	15,799	19,600	23,136	32,469	49,574	91	26,837
Academic—Genl Campus	Biomedical	12,500	18,000	22,000	27,280	39,519	31	23,565
	Business, Economics	13,133	18,500	24,000	28,600	52,363	32	26,281
	Earth Sciences	16,800	18,500	22,660	35,100	48,600	10	27,805
	Education	10,410	20,000	24,000	29,000	46,625	43	25,684
	English & Journalism	16,496	20,000	24,456	29,500	47,962	60	26,880
	Fine & Applied Arts	12,600	16,200	22,000	28,268	31,200	13	22,345
	Foreign Languages	9,050	19,000	24,000	31,000	49,880	24	26,625
	Liberal Arts	14,049	21,000	25,320	31,000	45,221	57	26,539
	Physical Sciences	12,764	20,000	28,000	33,358	65,883	31	30,204
	Philosophy & Relig.	6,000	15,000	20,060	29,405	49,020	11	24,735
	Social Sciences	16,343	20,800	24,250	30,000	53,614	72	27,698
Non-Profit Org/Inst	Biomedical	16,241	20,000	25,920	29,055	36,667	27	25,456
	Business, Economics	22,233	25,440	33,000	39,100	48,167	25	33,371
	Earth Sciences	15,000	20,000	26,200	34,000	42,180	12	27,562
	Education	16,290	21,000	23,500	28,820	41,483	63	25,262
	English & Journalism	16,901	22,000	28,000	31,825	46,224	126	28,345
	Fine & Applied Arts	13,075	19,000	24,000	28,500	45,174	38	24,957
	Foreign Languages	16,500	22,000	27,552	31,825	41,933	31	27,667
	Liberal Arts	13,285	20,000	24,500	32,500	48,449	93	27,163
	Physical Sciences	17,045	22,000	29,000	36,000	68,233	27	33,433
	Philosophy & Relig.	13,000	21,000	27,000	28,700	36,800	12	26,063
	Social Sciences	15,396	21,300	27,600	32,000	43,238	109	27,608

Table 16a. Salary Distribution by Years of Other Professional Experience in Canada

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$19,018	$26,200	$31,400	$37,387	$48,279	344	$32,031
6-10 Years	20,667	27,000	34,000	40,600	49,122	26	34,382
11-15 Years	19,500	28,000	36,000	43,500	80,000	12	39,750

Table 16b. Salary Distribution by Years of Other Professional Experience in United States

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$16,006	$22,000	$27,000	$33,000	$49,635	4,088	$28,669
6-10 Years	15,450	22,000	27,800	35,000	49,918	475	29,218
11-15 Years	16,543	23,000	28,400	35,000	52,757	200	30,221
16-20 Years	18,400	24,000	31,016	37,500	59,312	76	32,960
21-25 Years	18,318	26,006	31,200	42,000	65,000	38	35,917
26 Years or More	12,465	22,800	31,500	42,000	58,981	36	33,410

Table 16c. Salary Distribution by Years of Library Experience in Canada

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$16,833	$22,500	$25,600	$29,500	$42,709	124	$26,806
6-10 Years	19,723	28,300	31,444	36,360	48,195	114	32,501
11-15 Years	24,947	30,000	34,000	40,000	49,581	73	35,534
16-20 Years	22,975	32,000	39,000	41,000	52,824	44	37,911
21-25 Years	26,822	30,500	42,000	46,600	54,125	17	40,559
26 Years or More	25,500	34,000	39,500	45,000	69,404	19	42,286

Table 16d. Salary Distribution by Years of Library Experience in United States

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$14,177	$18,500	$22,000	$26,340	$37,510	1,390	$23,163
6-10 Years	16,487	22,300	26,600	31,000	41,542	1,366	27,253
11-15 Years	18,092	25,000	29,463	35,000	48,863	968	30,633
16-20 Years	19,784	27,200	32,500	40,000	58,042	536	34,544
21-25 Years	20,661	28,230	33,000	40,000	59,589	277	35,489
26 Years or More	21,817	31,000	37,500	45,100	65,118	376	39,285

Table 16e. Salary Distribution by Total Years of Professional Experience in Canada

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$17,800	$23,000	$25,600	$29,100	$37,428	66	$26,515
6-10 Years	19,127	27,200	30,000	34,300	41,534	107	30,491
11-15 Years	24,740	30,000	33,848	39,000	45,926	70	34,671
16-20 Years	21,818	31,000	38,000	40,800	54,647	64	36,980
21-25 Years	27,183	30,500	39,754	43,500	56,483	27	39,375
26 Years or More	21,667	34,000	40,000	49,000	71,929	28	42,873

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Mining Agric For Fis	English & Journalism	$20,000	$22,491	$28,200	$32,155	$51,000	8	$31,043
	Liberal Arts	16,400	17,000	25,900	27,000	29,772	9	23,708
Trans Pub Util Comm	Business, Economics	19,600	24,404	28,000	33,400	73,500	14	32,456
	Education	11,750	22,000	31,620	36,500	47,200	20	30,292
	English & Journalism	21,779	27,000	30,200	34,500	53,185	36	32,342
	Foreign Languages	24,000	25,000	29,340	32,000	35,900	7	29,735
	Liberal Arts	19,150	25,000	29,685	33,500	40,350	22	29,569
	Physical Sciences	24,000	30,500	35,000	44,000	57,000	11	37,800
	Social Sciences	22,160	29,000	31,500	44,000	65,050	24	37,058
Bank Finance Realest	Business, Economics	20,900	29,000	34,000	43,000	47,700	17	35,252
	Education	17,700	21,320	25,000	26,500	47,050	17	27,501
	English & Journalism	14,600	21,500	27,300	32,500	43,750	39	28,016
	Fine & Applied Arts	16,500	26,000	29,900	33,000	70,000	14	33,134
	Foreign Languages	20,000	22,200	33,200	35,796	51,750	12	31,812
	Liberal Arts	17,827	20,300	26,000	32,500	51,667	33	28,504
	Social Sciences	20,500	23,460	25,957	32,500	49,500	24	29,637
Accounting	Education	12,000	16,200	21,000	22,500	27,500	8	20,438
	English & Journalism	15,167	20,000	23,600	27,500	39,167	26	24,496
	Fine & Applied Arts	20,000	21,500	22,500	24,600	27,000	6	23,267
	Liberal Arts	18,150	19,500	24,400	28,000	42,343	20	26,267
	Social Sciences	14,700	19,000	23,650	26,600	36,000	13	24,590
Hosp Medical Service	Education	2,600	15,184	22,300	22,800	44,000	7	23,226
	English & Journalism	14,700	21,000	25,000	26,200	29,755	12	23,717
	Liberal Arts	11,856	20,000	25,000	25,750	29,580	11	22,916
	Social Sciences	16,000	16,000	19,531	25,000	36,500	7	22,233
Engineer Archit Serv	Biomedical	15,000	15,600	25,000	28,200	33,000	8	25,070
	Business, Economics	15,600	16,300	17,100	33,100	40,400	6	25,417
	Earth Sciences	19,055	20,800	20,956	24,500	25,200	6	22,283
	Education	14,050	18,000	22,000	25,834	29,650	15	22,248
	English & Journalism	15,650	21,000	25,440	29,600	38,460	38	25,755
	Fine & Applied Arts	16,120	18,800	22,896	25,000	27,300	12	22,128
	Foreign Languages	19,600	21,500	22,400	27,000	32,500	14	24,424
	Liberal Arts	16,733	20,000	23,545	27,000	34,800	29	24,083
	Physical Sciences	23,185	25,000	30,000	36,000	42,000	9	31,972

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Engineer Archit Serv	Social Sciences	$14,050	$22,000	$24,440	$27,040	$34,660	23	$24,888
Insurance	Business, Economics	17,358	21,008	26,000	32,500	37,500	10	26,772
	Education	18,800	20,670	26,000	29,000	31,900	11	25,479
	English & Journalism	14,337	20,670	24,800	26,000	33,488	11	23,921
	Fine & Applied Arts	17,600	23,000	24,030	27,500	29,000	6	24,622
	Liberal Arts	22,500	26,000	27,500	33,500	42,952	11	30,507
	Social Sciences	16,000	19,645	23,000	28,000	47,000	14	25,649
Advertising Market	Education	4,400	16,000	20,000	30,000	47,000	8	24,675
	English & Journalism	15,100	21,000	26,000	31,000	48,000	26	27,819
	Fine & Applied Arts	17,000	17,000	20,000	24,500	35,000	8	23,413
	Liberal Arts	16,100	23,700	29,000	35,500	43,500	22	29,036
	Social Sciences	16,600	21,000	30,000	35,000	40,900	21	28,619
Legal Services	Business, Economics	18,000	26,200	27,000	43,000	53,500	8	34,013
	Education	18,000	22,000	24,000	30,000	52,000	12	28,433
	English & Journalism	17,625	24,950	28,800	33,000	47,125	38	29,485
	Fine & Applied Arts	24,000	30,000	32,400	33,000	40,000	11	32,044
	Foreign Languages	16,000	24,000	25,600	32,000	40,000	14	27,250
	Law	22,250	27,000	37,000	56,000	74,000	20	41,617
	Liberal Arts	16,475	21,000	27,000	34,000	48,720	40	29,024
	Social Sciences	15,867	21,400	27,000	35,000	50,227	55	28,772
Info Brokers	Liberal Arts	15,956	17,000	35,000	42,000	52,670	7	32,961
	Social Sciences	10,500	15,000	16,000	22,000	30,000	6	18,583
Consulting Services	Business, Economics	19,500	25,000	30,000	40,000	52,000	13	32,456
	Education	17,700	19,000	24,440	27,500	66,000	11	28,600
	English & Journalism	15,450	22,000	25,000	30,000	37,500	22	26,219
	Fine & Applied Arts	20,000	23,000	30,000	38,000	45,000	10	31,430
	Foreign Languages	20,000	21,500	27,500	35,000	41,000	9	28,687
	Liberal Arts	17,500	23,000	27,500	34,000	44,750	37	28,974
	Physical Sciences	17,000	18,000	26,998	33,000	56,000	9	28,860
	Social Sciences	17,500	22,000	28,000	31,600	61,000	24	30,051
Other Non Manufact	Earth Sciences	25,500	25,500	31,000	44,000	50,000	6	36,417
	Education	15,300	21,600	29,200	32,400	38,340	24	28,091

Table 15d. *Continued*

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Other Non Manufact	English & Journalism	$21,453	$25,200	$30,000	$34,840	$38,268	25	$30,125
	Fine & Applied Arts	19,136	19,260	26,000	29,000	36,000	9	26,105
	Liberal Arts	16,667	22,000	26,250	33,000	46,473	26	28,808
	Physical Sciences	19,700	29,463	38,000	42,000	52,850	15	37,717
	Social Sciences	19,017	22,400	28,000	30,000	55,303	26	29,782
Newspaper Publicat	Business, Economics	19,000	21,000	25,000	29,490	75,000	8	31,279
	Education	5,231	19,100	25,022	30,000	55,400	15	26,419
	English & Journalism	17,146	22,360	28,600	35,000	45,750	45	29,519
	Fine & Applied Arts	14,560	20,800	22,880	29,600	43,500	14	25,887
	Liberal Arts	12,747	22,000	26,300	32,000	42,666	29	27,339
	Social Sciences	16,250	18,000	25,000	35,360	53,750	17	28,507
Chemicals Applied Pd	Biomedical	25,100	27,000	31,226	35,100	41,788	17	32,441
	Business, Economics	19,500	28,000	32,088	33,000	39,100	10	31,011
	Education	20,000	23,940	26,754	31,900	37,320	10	27,999
	English & Journalism	15,900	22,000	28,040	30,000	36,040	16	27,177
	Fine & Applied Arts	20,644	23,200	25,320	28,000	32,000	7	26,347
	Liberal Arts	17,000	20,500	23,600	26,500	45,100	11	26,600
	Physical Sciences	21,834	29,050	32,400	39,500	53,630	50	34,966
	Social Sciences	19,200	19,800	26,300	26,820	33,095	7	24,874
Pr[illegible]d Foods	Biomedical	21,000	21,500	24,700	26,000	52,000	8	30,391
	Education	14,649	19,500	23,500	33,000	35,000	6	26,108
	English & Journalism	24,000	26,200	30,000	34,296	41,000	7	31,337
	Physical Sciences	18,650	26,200	30,000	40,000	57,000	14	33,785
Pharmaceuticals	Biomedical	20,400	26,900	34,000	38,000	49,125	44	33,826
	English & Journalism	19,000	23,300	30,000	34,600	52,000	17	31,278
	Foreign Languages	18,250	32,000	34,200	37,752	47,500	6	34,417
	Liberal Arts	17,544	23,000	28,300	34,000	41,000	14	28,578
	Physical Sciences	28,040	30,200	35,000	38,400	59,475	21	36,798
	Social Sciences	23,500	25,170	28,500	31,500	54,950	15	31,965
Petroleum Refining	Biomedical	22,300	31,000	44,000	46,700	57,000	7	40,264
	Business, Economics	24,610	31,000	39,000	48,540	51,000	6	39,958
	English & Journalism	21,060	24,000	30,000	37,500	62,000	17	33,583

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Petroleum Refining	Liberal Arts	$20,000	$24,000	$29,000	$36,000	$43,000	10	$30,758
	Physical Sciences	28,300	37,600	45,000	54,000	60,250	15	44,207
	Social Sciences	27,000	27,600	31,200	46,000	67,000	6	38,467
Rubber Plastics Cerm	English & Journalism	18,500	19,800	25,000	27,000	36,301	7	26,057
	Physical Sciences	29,760	31,000	31,500	37,800	44,400	6	34,827
Metals Metal Prod	Business, Economics	16,800	22,000	27,600	31,000	32,282	8	27,213
	Education	15,500	17,000	19,000	22,620	23,197	6	19,929
	English & Journalism	22,620	23,197	25,000	32,000	39,000	6	28,056
Office Comp Acct Mac	Business, Economics	20,000	22,000	28,225	28,860	55,000	7	33,105
	Education	25,000	27,852	28,000	36,000	42,400	6	31,309
	English & Journalism	22,084	25,000	31,500	36,000	47,100	16	32,490
	Liberal Arts	24,500	27,000	30,000	32,500	45,360	15	31,340
	Social Sciences	23,763	25,680	27,000	34,900	45,000	21	30,763
Electrical Equip Sup	Education	25,000	27,300	29,000	31,000	37,000	9	30,274
	English & Journalism	26,000	27,200	29,592	31,000	37,600	14	30,315
	Physical Sciences	20,280	29,000	31,000	42,840	55,000	10	35,295
	Social Sciences	24,000	27,000	28,371	35,232	44,000	10	31,834
Aircraft Aerospace	Business, Economics	22,500	27,500	32,800	35,300	56,420	11	35,611
	Education	22,960	24,500	34,000	38,844	56,420	8	35,671
	English & Journalism	17,867	23,500	33,000	38,000	48,500	15	32,300
	Liberal Arts	23,000	25,001	28,000	34,500	41,200	12	30,569
	Physical Sciences	18,000	28,800	30,000	41,548	47,892	6	33,247
	Social Sciences	18,867	24,000	32,000	35,000	48,187	27	31,899
Other Manufacturing	Education	16,000	20,960	26,400	29,800	41,219	9	27,275
	English & Journalism	16,346	18,800	24,000	32,500	49,000	24	27,931
	Fine & Applied Arts	19,000	21,000	21,000	25,542	29,800	6	23,147
	Foreign Languages	19,000	24,000	27,500	29,800	50,000	14	28,913
	Liberal Arts	21,000	22,680	27,000	33,200	36,000	11	28,181
	Physical Sciences	20,400	26,300	29,800	37,000	41,190	12	31,689
	Social Sciences	19,000	21,250	28,100	33,996	42,960	11	29,166

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 16f. Salary Distribution by Total Years of Professional Experience in United States

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$14,769	$18,300	$21,306	$25,345	$33,401	675	$22,292
6-10 Years	15,567	21,100	25,200	30,000	39,641	1,269	25,925
11-15 Years	16,863	23,104	28,000	34,000	45,312	1,100	29,009
16-20 Years	17,737	24,900	30,000	36,440	53,158	652	31,551
21-25 Years	19,301	27,000	32,500	40,000	59,088	398	34,558
26 Years or More	20,826	29,390	35,000	43,643	63,147	636	37,599

Table 17a. Salary Distribution by Total Years of Professional Experience for Men and Women in Canada

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Yrs.	Female	$17,267	$22,310	$25,430	$30,000	$38,137	61	$26,411
	Male	26,000	26,000	28,500	28,550	28,860	5	27,782
6-10 Yrs.	Female	18,378	27,000	30,000	33,103	40,661	94	30,005
	Male	22,000	28,500	33,000	38,224	49,000	13	34,006
11-15 Yrs.	Female	24,697	30,000	34,000	39,000	46,206	61	34,804
	Male	27,500	30,000	36,450	37,845	42,500	7	35,319
16-20 Yrs.	Female	22,400	32,000	38,000	40,800	54,647	61	37,369
	Male	21,900	21,900	23,608	23,608	41,700	3	29,069
21-25 Yrs.	Female	26,774	30,500	36,000	43,000	54,125	22	38,072
	Male	29,643	29,643	43,500	51,216	61,200	5	45,112
26 Yrs. or More	Female	20,500	34,000	39,200	41,700	64,275	20	39,708
	Male	33,571	42,000	52,500	64,108	72,000	7	54,609

Table 17b. Salary Distribution by Total Years of Professional Experience for Men and Women in United States

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Yrs.	Female	$14,839	$18,468	$21,445	$25,440	$33,748	601	$22,381
	Male	14,012	18,000	20,760	24,500	30,917	74	21,567
6-10 Yrs.	Female	15,535	21,100	25,160	30,000	39,700	1,100	25,889
	Male	15,810	21,000	25,200	30,000	39,121	166	26,166
11-15 Yrs.	Female	16,885	23,000	28,000	33,500	44,509	940	28,772
	Male	16,740	24,000	30,000	35,151	49,356	158	30,418
16-20 Yrs.	Female	17,490	24,200	29,748	36,000	51,849	538	31,000
	Male	19,443	27,000	31,500	40,000	55,693	108	33,847
21-25 Yrs.	Female	18,821	26,647	31,825	38,500	53,362	306	33,154
	Male	22,297	29,000	35,000	45,900	71,476	89	39,380
26 Yrs. or More	Female	20,729	28,347	33,200	40,000	55,640	427	34,993
	Male	21,290	33,000	42,000	52,000	71,655	206	43,048

Table 18a. Salary Distribution by Years with Present Employer in Canada

Years with Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Less than One Year	$20,000	$23,608	$24,590	$30,000	$57,000	12	$28,538
One Year	12,980	23,000	27,000	31,700	37,173	53	26,869
Two Years	20,033	23,000	29,000	33,000	47,333	27	30,208
Three Years	17,210	25,000	28,790	33,000	41,789	36	29,323
Four Years	19,500	25,548	30,500	36,900	45,135	37	31,537
Five Years	19,015	27,000	30,000	36,100	53,825	37	32,821
6-10 Years	21,625	29,216	32,700	39,000	51,040	102	34,070
11-15 Years	24,460	32,000	38,000	42,000	53,515	45	37,776
16-20 Years	21,000	31,000	40,000	44,500	59,100	23	39,370
21-25 Years	24,000	29,250	33,100	36,638	42,000	11	33,540
26 Years or More	24,000	25,269	34,000	39,500	72,000	8	39,452

Table 18b. Salary Distribution by Years with Present Employer for United States

Years with Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Less than One Year	$14,241	$18,000	$21,804	$27,000	$44,483	98	$23,829
One Year	14,475	19,000	23,000	28,300	40,785	797	24,490
Two Years	15,033	20,000	24,720	29,700	41,946	456	25,579
Three Years	15,967	21,000	25,900	30,500	47,699	453	27,095
Four Years	15,207	21,000	25,022	30,000	42,920	361	26,412
Five Years	16,296	21,500	26,500	32,534	44,786	431	27,852
6-10 Years	17,007	23,000	28,000	34,478	51,118	1,033	29,783
11-15 Years	19,338	26,700	32,000	38,000	55,427	580	33,157
16-20 Years	20,958	26,400	32,300	39,072	57,583	375	34,377
21-25 Years	21,354	28,667	34,460	42,000	58,648	161	36,474
26 Years or More	19,819	28,800	35,000	42,000	58,858	168	36,326

Table 19a. Salary Distribution by Number of Employers for Canada

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
One Employer	$16,444	$24,000	$29,000	$34,000	$46,680	103	$29,717
Two Employers	19,451	27,000	31,700	37,020	45,814	109	31,967
Three Employers	19,978	26,700	32,000	38,000	50,060	89	32,975
Four Employers	23,275	28,790	34,819	40,500	55,208	35	36,214
Five Employers	25,500	30,850	35,000	40,000	55,054	19	36,680
Six Employers	20,000	31,506	38,000	45,700	80,000	14	41,603

Table 19b. Salary Distribution by Number of Employers for United States

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
One Employer	$14,825	$20,500	$25,000	$31,000	$44,569	1,437	$26,603
Two Employers	16,120	22,000	27,300	33,000	47,504	1,300	28,454
Three Employers	16,715	23,000	28,000	34,000	51,903	980	29,682
Four Employers	17,478	23,500	29,700	36,536	54,590	572	31,380
Five Employers	17,912	24,000	29,700	37,000	60,199	270	32,220
Six Employers	17,163	23,000	28,875	35,817	54,220	128	30,631
Seven Employers	15,967	24,400	31,000	38,700	62,209	62	33,448
Eight Employers	15,361	26,800	31,000	41,000	62,175	38	34,370
Nine Employers	22,000	29,000	34,700	49,000	63,500	18	38,906
Ten or More	17,183	23,351	30,000	37,900	53,950	58	31,600

Table 20a. Distribution by Respondents by Race and Minority Group Categories for Canada

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
White	$19,284	$26,270	$31,836	$38,150	$51,270	365	$32,786
Asian, Pac Islander	21,000	27,500	30,000	33,571	50,600	15	31,813

Table 20b. Distribution by Respondents by Race and Minority Group Categories for United States

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Amer. Indian, Alaskan	$21,930	$26,000	$32,000	$33,000	$64,750	15	$34,167
White	15,920	22,000	27,280	33,600	50,266	4,595	28,921
Asian, Pac Islander	17,130	21,000	27,204	31,000	43,856	131	27,856
Hispanic	15,906	23,400	26,800	33,000	60,694	38	30,257
Black	15,583	22,000	25,600	35,000	50,618	98	28,611

Table 21a. Age Distribution of Respondents for Canada and United States

Age Group	1970	1973	1976	1979	1982	1985
20-29	10%	16%	21%	20%	16%	10%
30-39	18	21	24	32	40	43
40-49	32	27	23	19	19	23
50-59	29	27	25	21	18	18
60 & Over	10	9	7	7	6	6
No Response	1	<1	<1	1	1	<1
	100%	100%	100%	100%	100%	100%

Table 21b. Salary Distribution by Age Group in Canada

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
20-29	$12,520	$22,000	$25,000	$28,000	$37,799	49	$25,437
30-39	20,028	26,700	31,400	36,000	44,505	175	31,673
40-49	21,156	29,000	34,000	40,000	52,977	91	34,846
50-59	21,320	30,000	36,607	42,500	64,640	58	37,846
60 & Over	23,000	29,500	34,000	39,200	57,679	15	36,534

Table 21c. Salary Distribution by Age Group in United States

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
20-29	$14,255	$18,000	$21,000	$24,800	$32,119	475	$21,731
30-39	15,744	22,000	26,380	31,512	43,268	2,083	27,250
40-49	16,948	23,750	28,600	35,107	53,314	1,141	30,575
50-59	17,236	24,500	30,500	38,400	57,493	876	32,675
60 & Over	18,026	26,647	32,000	40,700	59,218	329	34,535

Table 22a. Employment Status, April 1, 1984—April 1, 1985 for Canada

Employed	326
Unemployed	34
Invalid Responses	81

Table 22b. Employment Status, April 1, 1984—April 1, 1985 for United States

Employed	4,359
Unemployed	403
Invalid Responses	710

Table 23a. Salary Distribution by Job Title for Canada

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	$23,360	$32,000	$36,607	$42,810	$57,520	128	$37,900
Asst/Section Head	16,625	28,132	33,176	39,000	51,388	38	33,853
Libr/Info Specialist	19,219	24,842	29,216	33,000	42,390	214	29,469
Support Staff	6,000	6,000	21,000	22,000	22,310	5	18,262
No Response	26,200	26,200	38,000	51,250	57,000	6	41,442

Table 23b. Salary Distribution by Job Title for United States

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	$19,473	$27,300	$33,000	$40,300	$59,612	1,533	$35,083
Asst/Section Head	15,811	22,000	27,280	33,000	44,384	710	28,068
Libr/Info Specialist	15,605	20,500	25,000	29,685	40,481	2,529	25,619
Support Staff	10,759	15,000	18,000	24,000	40,957	73	20,388

Table 23c. Salary Distribution by Job Titles Within Major Regions in Canada

Job Title	Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Canada	$26,975	$32,000	$36,360	$40,300	$49,000	24	$36,901
	Montreal	24,000	27,200	36,000	40,000	58,979	20	36,762
	Ottawa	23,000	39,000	42,000	45,700	52,500	10	41,071
	Toronto	21,817	30,500	36,607	44,000	62,495	63	38,044
	Victoria-Vancouver	26,400	31,000	36,000	40,000	51,216	11	38,449
Asst/Section Head	Canada	22,000	34,500	37,387	42,000	72,000	10	40,051
	Montreal	18,000	24,000	28,550	32,000	44,250	9	30,160
	Ottawa	33,000	33,000	40,050	40,050	42,500	3	38,517
	Toronto	2,500	26,000	33,000	36,000	43,500	13	30,200
	Victoria-Vancouver	30,000	30,000	34,300	34,300	42,000	3	35,433
Libr/Info Specialist	Canada	20,053	23,500	29,643	33,000	41,359	30	29,317
	Montreal	20,880	25,548	30,000	34,500	44,200	46	31,051
	Ottawa	20,000	26,000	28,500	32,000	38,000	15	29,782
	Toronto	18,224	23,608	28,000	31,700	41,414	99	28,270
	Victoria-Vancouver	22,000	27,550	30,850	34,320	40,176	24	31,382

Table 23d. Salary Distribution by Job Titles Within Census Regions of United States

Job Title	Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Middle Atlantic	$20,583	$29,000	$35,000	$42,952	$61,964	398	$36,880
	South Atlantic	20,600	28,000	35,000	42,000	63,975	228	36,849
	Pacific	21,543	28,800	34,700	41,000	58,237	272	35,996
	East South Central	17,947	27,600	31,656	45,665	56,867	30	35,235
	East North Central	18,034	26,000	31,200	38,460	54,836	253	32,769
	New England	19,225	27,000	31,000	39,000	52,277	147	33,239
	West South Central	14,966	25,000	31,000	36,000	64,254	88	32,898
	West North Central	18,963	25,000	30,000	38,740	54,056	71	32,642
	Mountain	20,969	26,800	30,000	34,900	50,591	44	31,441
Asst/Section Head	Pacific	17,838	26,736	31,500	36,022	44,755	116	31,100
	South Atlantic	15,387	22,000	28,740	35,835	48,190	122	29,421
	Middle Atlantic	17,339	23,940	28,500	34,000	47,685	163	29,460
	Mountain	18,682	22,400	27,500	29,000	35,487	26	26,382
	East South Central	16,429	20,100	26,456	29,005	35,740	16	25,906
	New England	14,779	20,500	26,200	29,677	37,150	59	25,759
	East North Central	15,735	21,000	25,111	30,000	41,590	122	26,252
	West South Central	12,267	20,000	24,000	28,820	37,175	36	24,571
	West North Central	14,340	18,260	23,000	28,500	37,116	49	24,215
Libr/Info Specialist	Pacific	17,417	23,088	26,800	30,732	40,863	454	27,343
	Middle Atlantic	15,723	21,000	25,000	30,000	42,654	607	26,270
	West South Central	15,065	20,000	25,000	28,600	39,971	168	25,142
	South Atlantic	15,500	19,800	24,300	29,600	42,872	350	25,634
	East North Central	15,847	20,000	24,300	29,400	39,316	417	25,182
	Mountain	14,937	20,000	23,985	27,500	36,381	106	24,425
	New England	15,512	19,500	23,000	28,000	36,475	216	24,077
	West North Central	14,251	19,000	22,656	27,540	36,113	150	23,564
	East South Central	14,968	18,420	22,008	26,400	32,069	56	22,788
Support Staff	Pacific	14,750	17,000	21,600	24,000	37,100	19	22,743
	East North Central	11,678	13,000	18,000	21,000	30,100	16	18,828
	Middle Atlantic	6,000	11,960	17,000	27,000	56,500	13	21,409
	West South Central	12,000	13,970	14,337	18,000	24,000	6	16,551

Table 24a. Salary Distribution by Job Title for Men and Women in Canada

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Female	$23,107	$31,000	$36,607	$42,300	$53,972	115	$37,216
	Male	27,200	32,200	41,700	51,216	69,087	13	43,951
Asst/Section Head	Female	14,833	28,000	33,000	37,387	44,017	28	32,181
	Male	22,000	28,550	40,050	42,500	72,000	9	40,037
Libr/Info Specialist	Female	18,958	24,500	29,100	33,000	41,240	194	29,171
	Male	22,754	27,500	29,643	37,845	51,318	18	32,865
Support Staff	Female	6,000	6,000	21,000	22,000	22,310	5	18,262

Table 24b. Salary Distribution by Job Title for Men and Women in United States

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Female	$19,199	$26,790	$32,000	$38,520	$53,918	1,207	$33,359
	Male	21,370	31,500	39,100	50,000	70,477	317	41,489
Asst/Section Head	Female	15,758	21,908	27,280	33,000	44,296	591	28,006
	Male	16,230	22,000	27,500	32,500	44,816	116	28,438
Libr/Info Specialist	Female	15,447	20,238	24,600	29,018	38,922	2,174	25,249
	Male	16,627	21,685	26,444	32,000	48,663	350	27,896
Support Staff	Female	11,047	15,184	18,000	24,000	41,950	60	20,588
	Male	10,500	11,500	17,000	23,000	33,200	13	19,466

Table 25a. Salary Distribution by Budget Range in Canada

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	$19,367	$22,000	$24,500	$30,000	$43,797	26	$26,997
$25,000-49,999	18,960	23,000	27,500	30,000	38,890	53	27,443
$50,000-74,999	20,900	23,000	27,550	32,500	39,333	28	28,849
$75,000-99,999	16,000	27,000	30,000	31,740	42,475	43	29,122
$100,000-250,000	22,465	29,643	33,103	38,064	46,259	106	33,882
Above $250,000	22,16[illegible]	31,444	37,450	42,500	58,876	107	37,909

Table 25b. Salary Distribution by Budget Range in United States

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	$13,451	$17,400	$20,650	$25,600	$36,727	310	$22,209
$25,000-49,999	14,086	19,000	22,092	26,000	35,922	450	22,989
$50,000-74,999	16,143	21,500	25,000	29,000	38,322	437	25,711
$75,000-99,999	16,502	22,000	26,455	30,156	37,272	385	26,414
$100,000-250,000	17,116	23,500	28,000	32,552	42,420	1,194	28,415
Above $250,000	17,975	25,470	32,157	40,000	59,016	1,649	34,059

Table 26a. Salary Distribution by Budget Range with Organizational Entity in Canada

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Library	$18,550	$22,000	$25,000	$28,428	$35,479	19	$25,788
$25,000-49,999	Library	18,750	23,500	27,500	31,000	39,500	41	27,673
	Information Center	20,500	20,700	23,000	30,000	33,100	9	25,644
$50,000-74,999	Library	20,500	24,000	30,500	34,819	40,000	20	30,099
	Information Center	21,700	22,000	25,000	26,400	32,000	6	25,550
$75,000-99,999	Library	14,333	25,600	29,100	31,700	39,000	26	27,986
	Information Center	26,000	30,000	30,000	32,000	40,000	14	31,029
$100,000-250,000	Library	22,613	30,000	33,300	38,000	47,029	72	34,238
	Information Center	24,500	27,000	29,200	34,500	42,000	20	31,282
Above $250,000	Library	21,621	30,200	36,540	42,000	53,076	76	36,673
	Information Center	25,430	30,850	36,600	42,000	59,940	15	38,276

Table 26b. Salary Distribution by Budget Range with Organizational Entity in United States

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Library	$12,991	$16,800	$20,000	$24,000	$34,480	198	$21,152
	Information Center	15,200	18,700	23,197	27,500	37,180	52	23,887
	Other	14,025	19,000	21,300	29,000	40,549	56	24,224
$25,000-49,999	Library	14,114	18,840	22,000	25,200	33,428	314	22,463
	Information Center	14,466	20,000	23,240	26,500	36,039	76	23,664
	Other	13,750	19,376	22,491	27,000	46,325	57	24,785
$50,000-74,999	Library	15,671	21,000	24,043	28,000	35,902	321	24,804
	Information Center	17,279	24,000	27,040	32,000	44,626	70	28,244
	Other	18,711	23,400	27,500	33,300	39,425	42	28,285
$75,000-99,999	Library	16,251	21,750	26,000	30,000	35,898	285	25,833
	Information Center	19,074	24,500	27,000	32,000	40,822	56	28,430
	Other	17,047	22,300	27,562	32,000	38,535	40	27,384
$100,000-250,000	Library	16,705	23,000	27,500	32,000	40,860	815	27,722
	Information Center	19,147	25,500	29,744	34,000	43,935	245	30,107
	Other	16,699	23,908	29,000	35,000	46,486	127	29,616
Above $250,000	Library	17,301	24,456	31,000	39,072	57,577	1,211	32,884
	Information Center	21,999	29,600	35,000	42,000	56,052	266	36,488
	Other	21,070	28,500	35,000	45,000	69,083	157	39,070

Table 27a. Salary Distribution by Budget Range with Type of Institution in Canada

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
$75,000-99,999	Other Government	$27,500	$30,000	$32,500	$34,000	$44,000	7	$34,000
$100,000-250,000	Federal Government	24,500	30,566	34,000	39,000	49,000	14	35,167
	Other Government	2,840	30,100	32,286	37,387	41,700	14	31,806
	Academic—Subj Dept	23,950	25,000	29,500	40,000	43,000	6	31,908
	Non-Profit Org/Inst	23,000	24,842	30,000	34,000	36,000	7	29,908
	Trans Pub Util Comm	31,400	33,176	38,000	38,000	46,150	7	37,737
	Bank Finance Realest	23,050	27,000	37,400	40,000	41,700	7	34,121
$100,000-250,000	Legal Services	24,000	30,000	33,000	33,500	40,000	9	32,556
Above $250,000	Federal Government	27,950	35,000	42,000	44,000	49,300	15	40,057
	Other Government	28,000	34,500	36,607	46,000	69,087	12	41,280
	Academic—Subj Dept	22,000	26,700	34,000	42,000	45,800	10	35,002
	Academic—Genl Campus	19,280	22,000	31,506	39,000	55,643	16	33,919
	Non-Profit Org/Inst	24,500	35,000	42,439	45,000	57,000	9	42,211
	Trans Pub Util Comm	23,608	28,132	34,000	36,100	40,300	7	33,506
	Bank Finance Realest	28,550	33,000	38,150	42,300	53,850	7	39,536
	Petroleum Refining	28,860	30,200	34,600	38,224	72,000	8	39,407

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Table 27b. Salary Distribution by Budget Range
With Type of Institution in United States

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Federal Government	$21,000	$22,000	$33,000	$35,000	$36,000	9	$30,135
	Other Government	14,500	18,000	20,390	25,000	36,649	28	22,537
	Academic—Subj Dept	14,500	17,000	18,500	22,000	35,500	21	20,423
	Academic—Genl Campus	11,250	14,000	17,000	20,250	30,870	15	18,633
	Non-Profit Org/Inst	13,998	17,000	19,700	22,500	32,123	51	20,509
	Trans Pub Util Comm	11,160	24,900	27,500	32,300	44,800	10	28,893
	Bank Finance Realest	23,000	23,500	27,000	35,000	35,000	6	29,683
	Accounting	15,600	16,500	20,700	23,700	42,685	6	23,364
	Engineer Archit Serv	15,000	16,300	20,800	22,984	28,300	28	20,992
	Advertising Market	14,000	15,600	18,000	21,500	29,000	10	19,810
	Legal Services	16,000	18,000	19,500	25,000	39,000	6	23,283
	Consulting Services	17,600	20,000	24,000	29,500	40,000	27	25,803
	Other Non Manufact	16,000	18,400	21,900	27,120	36,000	10	23,282
	Newspaper Publicat	8,562	15,600	21,580	23,400	38,000	13	21,162
	Chemicals Allied Pd	12,000	17,000	20,000	20,650	28,000	7	20,266
	Other Manufacturing	18,356	18,800	22,500	24,000	28,000	8	22,342
$25,000-49,999	Federal Government	16,056	21,500	23,985	28,000	44,795	24	25,807
	Other Government	18,050	19,900	24,600	30,000	43,300	18	26,301
	Academic—Subj Dept	13,953	18,000	20,100	24,500	26,953	33	20,747
	Academic—Genl Campus	16,000	19,295	21,120	24,100	32,000	13	22,356
	Non-Profit Org/Inst	13,702	17,980	21,000	25,000	39,676	80	22,746
	Mining Agric For Fis	15,080	17,000	22,000	24,300	32,496	6	22,228
	Trans Pub Util Comm	18,480	23,800	25,000	26,754	32,000	14	25,388
	Bank Finance Realest	14,000	17,500	21,400	25,000	31,100	16	22,020
	Accounting	17,500	17,776	23,000	23,700	26,600	7	22,154
	Hosp Medical Service	12,000	17,900	21,200	25,000	26,200	10	20,748
	Engineer Archit Serv	14,940	19,600	22,000	25,200	30,580	47	22,538
	Insurance	11,388	16,330	18,876	25,000	27,500	9	20,317
	Advertising Market	17,600	20,000	20,222	24,000	31,000	16	22,101
	Consulting Services	15,750	20,000	23,100	27,225	31,786	22	23,479
	Other Non Manufact	17,050	19,600	22,000	25,000	35,576	21	23,264
	Newspaper Publicat	7,950	15,680	19,376	22,880	25,700	16	19,373

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
$25,000-49,999	Chemicals Allied PD	$12,500	$19,500	$22,000	$26,500	$29,100	12	$22,270
	Processed Foods	22,500	24,000	26,500	32,000	41,000	6	29,583
	Metals Metal Prod	15,500	16,800	22,000	25,600	32,500	7	23,357
	Office Comp Acct Mac	17,368	20,000	22,776	26,903	27,000	6	23,175
	Electrical Equip Sup	16,000	17,900	23,310	24,000	25,000	7	21,444
	Other Manufacturing	13,500	19,000	21,500	26,300	38,700	19	23,583
$50,000-74,999	Federal Government	16,875	19,000	26,380	28,133	33,212	15	24,862
	Other Government	14,492	19,000	23,946	28,711	49,750	19	26,052
	Academic—Subj Dept	15,920	20,500	22,285	26,800	32,627	32	23,697
	Academic-Genl Campus	11,000	19,790	23,400	26,100	50,500	17	24,611
	Non-Profit Org/Inst	16,865	21,881	25,000	28,080	34,111	65	25,219
	Trans Pub Util Comm	21,500	24,000	26,700	31,000	39,890	17	28,401
	Bank Finance Realest	19,202	23,000	27,000	32,000	36,100	24	27,167
	Accounting	16,800	18,300	20,100	23,000	25,000	10	20,730
	Hosp Medical Service	2,600	19,761	21,000	22,800	25,600	7	19,680
	Engineer Archit Serv	18,050	21,300	24,000	27,000	33,633	27	24,578
	Insurance	18,000	19,645	26,000	27,300	32,000	9	24,764
	Advertising Market	18,500	20,000	21,600	33,300	36,000	7	26,629
	Legal Services	15,500	20,000	23,500	26,400	36,500	12	24,488
	Consulting Services	18,500	22,500	25,500	30,400	41,500	23	27,593
	Other Non Manufact	19,260	24,600	26,250	30,000	34,200	14	26,975
	Textiles Wood Paper	19,800	21,600	25,000	26,019	29,619	7	24,794
	Newspaper Publicat	16,070	19,000	21,600	29,000	37,250	18	24,211
	Chemicals Allied Pd	20,644	23,000	26,754	30,000	36,600	8	28,187
	Processed Foods	19,000	23,500	25,000	30,000	34,320	9	26,369
	Petroleum Refining	23,000	26,000	32,000	32,134	54,000	7	32,848
	Office Comp Acct Mac	25,753	27,000	27,852	29,000	34,170	6	28,729
	Electrical Equip Sup	17,500	23,400	27,000	33,200	37,600	10	27,390
	Aircraft Aerospace	16,500	24,900	26,780	28,662	38,000	14	26,803
	Other Manufacturing	16,696	21,138	25,376	29,500	36,100	19	26,076
$75,000-99,999	Federal Government	18,500	23,258	29,897	31,000	34,300	14	28,008
	Other Government	17,663	21,000	23,655	28,000	35,866	25	25,074

Table 27b. *Continued*

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
	Academic—Subj Dept	$16,467	$20,675	$25,000	$29,750	$35,959	32	$25,678
	Academic—Genl Campus	15,500	18,500	23,000	28,000	33,850	19	23,662
	Non-Profit Org/Inst	14,483	21,840	27,000	30,385	36,778	58	26,097
	Mining Agric For Fis	16,400	20,832	22,958	27,400	31,000	7	23,948
	Trans Pub Util Comm	18,500	24,000	28,272	29,400	37,301	17	27,578
	Bank Finance Realest	17,130	21,500	27,500	31,250	37,454	20	27,496
	Accounting	16,200	18,000	22,000	25,500	27,000	7	21,979
	Hosp Medical Service	14,700	21,685	25,000	26,100	30,000	11	23,702
	Engineer Archit Serv	20,904	22,896	25,000	33,100	36,000	10	27,298
	Insurance	18,400	20,300	24,000	27,500	30,100	9	24,147
	Advertising Market	16,000	16,000	27,000	30,000	45,000	8	26,375
	Legal Services	15,900	21,750	25,000	31,876	34,500	18	25,496
	Consulting Services	16,500	24,000	25,850	29,500	32,000	11	26,132
	Other Non Manufact	21,600	24,500	27,200	27,800	36,400	12	26,807
	Newspaper Publicat	19,849	21,580	24,700	28,600	36,374	15	26,297
	Chemicals Allied Pd	16,800	22,000	24,264	30,000	32,700	10	25,510
	Processed Foods	16,000	21,500	24,000	31,500	35,000	6	26,333
	Petroleum Refining	26,300	27,600	33,000	33,300	48,500	7	33,529
	Metals Metal Prod	21,000	26,520	27,500	28,920	39,000	7	28,889
	Office Comp Acct Mac	24,400	25,000	29,500	37,740	38,800	6	30,907
	Electrical Equip Sup	20,160	24,000	28,000	29,000	31,000	11	27,178
	Aircraft Aerospace	18,907	23,500	28,800	33,832	42,500	14	28,905
	Other Manufacturing	26,700	27,000	28,000	29,700	32,500	6	28,900
$100,000-250,000	Federal Government	19,539	25,300	29,018	34,000	43,760	100	30,057
	Other Government	15,693	22,000	25,000	30,380	44,861	43	27,327
	Public Library—Subjt	18,600	24,500	28,162	32,519	38,423	13	29,124
	Public Libr—Genl	14,286	18,100	21,252	26,200	32,500	18	22,295
	Academic—Subj Dept	16,755	21,000	25,160	31,000	41,747	108	26,553
	Academic—Genl Campus	13,817	20,100	24,720	28,964	37,065	55	24,879
	Non-Profit Org/Inst	15,811	22,215	27,000	31,500	40,398	164	27,128
	Mining Agric For Fis	23,000	27,000	28,000	31,000	57,000	14	30,398
	Trans Pub Util Comm	17,048	27,000	30,940	34,000	41,500	43	30,482

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
$100,000-250,000	Bank Finance Realest	$17,327	$22,050	$25,000	$32,000	$39,667	33	$26,754
	Accounting	18,400	22,500	25,000	28,000	40,533	34	26,732
	Hosp Medical Service	14,928	22,300	25,000	28,200	37,550	19	25,470
	Engineer Archit Serv	19,067	25,000	28,200	32,760	38,940	28	28,806
	Insurance	15,302	21,502	26,000	30,000	36,433	28	26,067
	Advertising Market	17,667	20,900	28,500	34,000	37,000	27	27,905
	Legal Services	17,631	23,760	29,000	32,775	42,838	83	28,880
	Consulting Services	19,208	27,700	30,500	40,000	46,000	26	32,302
	Other Non Manufact	18,323	24,000	29,901	32,400	39,842	36	29,078
	Textiles Wood Paper	19,000	28,000	29,376	33,100	38,100	10	29,232
	Newspaper Publicat	15,975	22,880	26,050	32,000	40,813	30	27,619
	Chemicals Allied Pd	20,759	26,700	30,000	35,000	42,760	52	31,127
	Processed Foods	24,700	28,500	29,800	31,500	40,000	14	30,345
	Pharmaceuticals	21,683	26,000	32,000	34,200	53,553	33	32,153
	Petroleum Refining	23,500	26,000	29,980	30,840	54,500	12	32,222
	Rubber Plastics Cerm	19,800	25,000	27,000	31,200	44,400	12	29,473
	Office Comp Acct Mac	19,975	24,648	27,600	31,949	45,230	36	29,388
	Electrical Equip Sup	18,140	27,000	29,592	32,300	38,160	24	29,640
	Motor Vech Equipment	25,500	26,614	35,000	36,000	42,000	7	34,240
	Aircraft Aerospace	21,153	25,000	31,096	38,844	46,913	25	32,479
	Other Manufacturing	19,100	23,000	25,600	29,800	39,702	31	27,582
	Not Otherwise Specif	25,890	27,500	30,615	32,000	37,550	19	30,805
Above $250,000	Federal Government	20,616	27,260	34,000	40,400	61,027	190	35,851
	Other Government	18,396	26,532	31,000	39,072	59,396	67	33,704
	Public Library—Subjt	16,802	23,000	27,508	30,031	38,573	62	27,243
	Public Libr—Genl	15,747	22,282	28,932	38,251	59,831	54	31,885
	Academic—Subj Dept	17,131	21,306	28,000	37,050	61,758	256	31,686
	Academic—Genl Campus	15,439	21,078	27,000	34,000	53,601	235	28,951
	Non-Profit Org/Inst	20,015	26,100	34,462	40,715	56,664	125	35,016
	Mining Agric For Fis	28,000	33,000	39,179	44,500	56,500	11	40,744
	Trans Pub Util Comm	23,617	30,000	33,904	44,000	61,520	15	37,995
	Bank Finance Realest	18,046	29,000	38,100	44,000	57,600	1	36,954

Table 27b. *Continued*

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Above $250,000	Accounting	$16,000	$24,400	$29,000	$33,300	$40,000	13	$29,458
	Engineering Archit Serv	15,600	26,940	32,000	40,400	42,000	12	33,125
	Insurance	22,950	27,000	31,900	34,000	42,800	19	31,410
	Advertising Market	24,000	27,000	33,000	36,800	58,000	20	35,540
	Legal Services	21,450	27,000	35,000	45,000	64,833	61	37,650
	Info Brokers	28,746	30,000	38,200	44,100	66,385	8	41,179
	Consulting Services	22,800	27,000	34,000	41,000	69,000	20	39,026
	Other Non Manufact	19,350	29,463	38,000	42,300	60,455	37	37,700
	Newspaper Publicat	21,301	29,490	34,200	43,000	71,500	34	37,646
	Chemicals Allied Pd	23,160	30,000	33,095	38,520	54,430	48	35,727
	Processed Foods	26,100	29,600	33,700	42,000	54,500	15	37,279
	Pharmaceuticals	23,006	30,200	36,936	40,900	55,550	67	37,031
	Petreoleum Refining	21,100	31,000	41,000	48,800	63,935	39	41,555
	Office Comp Acct Mac	23,917	26,400	32,500	39,000	50,500	31	34,136
	Electrical Equip Sup	27,000	30,500	35,200	42,840	55,000	13	37,138
	Motor Vech Equipment	29,600	30,200	37,800	42,960	68,000	9	39,984
	Aircraft Aerospace	22,464	27,400	34,478	42,000	51,995	38	35,573
	Other Manufacturing	29,230	33,264	36,000	42,960	49,000	16	38,383

**See item 8 of the questionnaire (pp. 75-78) for the complete spelling of the abbreviations used in the table.*

Eighth SLA Salary Survey

The Association continues to be aware of the need for current salary and employment data. The Board of Directors has once again appropriated funds for this survey. On the advice of the Advisory Council in 1972, Salary Surveys are now at 3-year intervals. SLA Salary Surveys have been conducted in 1982, 1979, 1976, 1973, 1970, 1967 and 1959.

In 1982, there was a 36% return of the questionnaire. Let us have a better return this year. The more complete the returns, the more meaningful will be the resultant summaries.

This year the questionnaire includes questions on the library budget, on industry type, and on job titles. This additional information should be especially useful in preparing salary recommendations.

The objectives of the SLA Salary Survey have been to collect systematic salary data for the information of employers, employees, students, and guidance counselors.

It has become apparent that triennial survey information is not adequate for the intervening years. Therefore, this 1985 questionnaire been modified in such a way that sampling surveys in both 1986 and 1987 can be used to obtain statistically valid data for these intervening years without the expense of a total survey each year. Some questions used in past surveys have been modified or omitted because past experience has shown such questions to be so minutely subdivided that they do not result in meaningful data.

The deadline for return of the 1985 questionnaire is May 14, 1985. We plan to process the data during the early summer. A preliminary report of the findings will appear in the October issue of *Special Libraries*. Comprehensive results of the survey will appear later in the year as a separate publication. The publication will contain salary breakdowns by industry, by geographic region, by administrative responsibility, and by budget size. The analysis will also report separate figures for the United States and Canada.

We hope to reach all of our members through this mailing. It is very important that each member of SLA complete the questionnaire, and mail it to the Association office.

Special Libraries Association
1700 Eighteenth Street, N.W.
Washington, D.C. 20009

Thank you for your cooperation.

1. Geographical area of employment
U.S. (including APOs, P.R., V.I.)

Indicate the geographical area in which you are employed by checking either: (1) the Standard Metropolitan Statistical Area or (2) the broad geographical census region if your metropolitan area is not listed.
Do not check more than one box.

NEW ENGLAND ☐ 6-01
(Me., N.H., Vt., Mass., R.I., Ct.)
- Boston; Lowell; Brockton ☐ -02
- Hartford; Springfield—Chicopee—Holyoke ☐ -03
- New Haven; Bridgeport; Norwalk; Stamford ☐ -04

MIDDLE ATLANTIC ☐ 6-11
(N.Y., N.J., Pa.)
- New York City (Nassau, Suffolk, Westchester & Rockland) ☐ -12
- Newark, N.J. (Essex, Morris & Union); Jersey City; Paterson—Clifton—Passaic; Middlesex; Somerset ☐ -13
- Philadelphia—Camden; Trenton; Reading; Lancaster ☐ -14
- Albany—Schenectady—Troy ☐ -15
- Syracuse; Utica—Rome ☐ -16
- Buffalo; Rochester, N.Y. ☐ -17
- Pittsburgh; Johnstown; Altoona ☐ -18

SOUTH ATLANTIC ☐ 6-21
(Del., Md., D.C., Va., W.Va., N.C., S.C., Ga., Fla., P.R.)
- Baltimore, Md.; Wilmington, Del.—N.J.—Md. ☐ -22
- Washington, D.C.—Md.—Va. ☐ -23
- Richmond, Va. ☐ -24
- Durham; Raleigh; Greensboro—Winston Salem ☐ -25
- Atlanta ☐ -26

EAST SOUTH CENTRAL ☐ 6-31
(Ky., Tenn., Ala., Miss.)
- Knoxville; Nashville ☐ -32
- Huntsville; Birmingham; Tuscaloosa; Gadsden ☐ -33

EAST NORTH CENTRAL ☐ 6-41
(Ohio, Ind., Ill., Mich., Wis.)
- Chicago; Gary—Hammond—East Chicago ☐ -42
- Cincinnati; Dayton; Hamilton; Columbus ☐ -43
- Cleveland; Akron; Canton; Youngstown—Warren ☐ -44
- Detroit; Flint; Kalamazoo; Jackson; Ann Arbor ☐ -45
- Milwaukee; Racine ☐ -46
- Indianapolis; Lafayette—West Lafayette; Anderson—Muncie ☐ -47
- Peoria; Bloomington—Normal; Champaign—Urbana ☐ -48

Ignore the numbers next to the boxes—they are for data-processing purposes only.

1. (continued)

WEST NORTH CENTRAL	☐ 6-51
(Minn., Ia., Mo., N.D., S.D., Nebr., Kan.)	
Kansas City; St. Joseph	☐ -52
Minneapolis—St. Paul	☐ -53
St. Louis, Mo.—Ill.	☐ -54
WEST SOUTH CENTRAL	☐ 6-61
(Ark., La., Okla., Tex.)	
Oklahoma City; Tulsa	☐ -62
New Orleans	☐ -63
Houston; Galveston—Texas City; Beaumont—Port Arthur	☐ -64
Dallas; Fort Worth; Sherman—Denison	☐ -65
Austin; San Antonio	☐ -66
MOUNTAIN	☐ 6-71
(Mont., Idaho, Wyo., Colo., N.M., Ariz., Utah, Nev.)	
Albuquerque	☐ -72
Denver; Colorado Springs; Pueblo	☐ -73
Tucson; Phoenix	☐ -74
PACIFIC	☐ 6-81
(Wash., Ore., Calif., Alas., Haw.)	
Seattle—Everett; Tacoma	☐ -82
Portland; Salem; Eugene	☐ -83
S.F.—Oakland; San Jose; Stockton; Vallejo—Napa; Sacramento	☐ -84
L.A.—Long Beach; Santa Barbara; Oxnard—Ventura	☐ -85
San Diego	☐ -86
Honolulu; Kailua	☐ -87
CANADA	☐ 6-91
(All provinces & territories)	
Montreal	☐ -92
Ottawa	☐ -93
Toronto	☐ -94
Victoria & Vancouver	☐ -95
OTHER COUNTRIES	☐ 6-98

2. Age Group

Under 20	☐ 8-1
20-29	☐ -2
30-39	☐ -3
40-49	☐ -4
50-59	☐ -5
60 & over	☐ -6

3. Sex

Female	☐ 9-1
Male	☐ -2

4. Race

American Indian or Alaskan Native	☐ 10-1
Asian or Pacific Islander	☐ -2
Black	☐ -3
Hispanic	☐ -4
White	☐ -5
Other	☐ -6

5. Employment Status on April 1, 1985

Full-time employed	☐ 11-1
Part-time employed	☐ -2
Retired	☐ -3
Not employed & *not* seeking employment	☐ -4
Not employed *and* seeking employment	☐ -5

6. Unemployment Between April 1, 1984 and March 31, 1985

	Yes	No
a. Were you unemployed for any portion of this period?	☐ 12-1	☐ 12-2
b. Was your employment terminated? By your employer?	☐ 13-1	☐ 13-2
On your own initiative?	☐ 14-1	☐ 14-2

c. How many months were you unemployed?
Insert number (0 to 12)

☐☐
15 16

7. Enter your Basic Annual Salary (as of April 1, 1985, rounded to the nearest dollar). This should be your annual salary associated with your principal *full-time* professional employment (before deductions for income tax, social security, retirement, etc). *Do not* include bonuses, overtime, or other payments for professional services. *Do not* include subsistence allowances. (If unemployed, enter "zero.")

$ ☐☐☐☐☐

8. What type of institution or business is served by the library/information center in which you are employed?

a. Federal government (U.S. or Canada), including military branches.	☐ 22-1
b. Other government (state, provincial, local, international).	☐ -2
c. Public library:	
In subject department	☐ -3
In general public library	☐ -4

Ignore the numbers next to the boxes—they are for data-processing purposes only.

8. (continued)

d. Academic institutions:
   - In a subject department or research institute ☐ -5
   - In a general campus library ☐ -6

e. Other not-for-profit institution, organization, association ☐ -7

f. For-profit corporation, non-manufacturing (specify type below; check only one box)
   - Mining, agriculture, forestry, fisheries ☐ -8
   - Transportation, public utility, communication ☐ -9
   - Banking, finance, real estate ☐ -A
   - Accounting ☐ -B
   - Hospital and other medical services ☐ -C
   - Engineering and architectural services ☐ -D
   - Insurance ☐ -E
   - Advertising, Marketing ☐ -F
   - Commercial laboratory ☐ -G
   - Legal services ☐ -H
   - Information brokers (including self-employed) ☐ -I
   - Consulting services (including self-employed) ☐ -J
   - Other non-manufacturing ☐ -K

g. For-profit corporation, manufacturing (specify type below; check only one box)
   - Textiles, lumber, wood, paper, etc. ☐ -L
   - Newspapers, publications ☐ -M
   - Chemicals & allied products ☐ -N
   - Processed foods ☐ -O
   - Pharmaceuticals ☐ -P
   - Petroleum refining ☐ -Q
   - Rubber, plastics, glass, ceramics, etc. ☐ -R
   - Metals & metal products ☐ -S
   - Office, computing and accounting machines ☐ -T
   - Other machines, except electrical ☐ -U
   - Electrical equipment & supplies ☐ -V
   - Motor vehicles & equipment ☐ -W
   - Aircraft & parts, aerospace ☐ -X
   - Nuclear energy ☐ -Y
   - Other manufacturing ☐ -Z

h. Not otherwise specified ☐ -#

9. Is the organization entity in which you are employed called a:

a. Library ☐ 23-1
b. Information Center ☐ -2
c. Other ☐ -3

10. Degrees (Check highest applicable in each column)

	Subject Field	Library/ Info Science
Doctorate	☐ 24-1	☐ 25-1
Master	☐ -2	☐ -2
6th Year Certificate	☐ -3	☐ -3
Bachelor	☐ -4	☐ -4
Associate	☐ -5	☐ -5
No Degree	☐ -6	☐ -6
No College	☐ -7	☐ -7

11. Indicate the subject field in which you hold your degrees.

Biomedical sciences	☐ 26-1
Business, commerce or economics	☐ 27-1
Earth sciences	☐ 28-1
Education	☐ 29-1
Engineering	☐ 30-1
English or journalism	☐ 31-1
Fine and applied arts (art, architecture, music, speech, theatre)	☐ 32-1
Foreign languages	☐ 33-1
Law	☐ 34-1
Liberal arts	☐ 35-1
Physical sciences	☐ 36-1
Philosophy or religion	☐ 37-1
Social sciences	☐ 38-1
Other	☐ 39-1

12/ Number of Employers worked for full-time since entering the Library/Information field

☐☐
40 41

13. Number of Years with Present Employer

☐☐
42 43

14. Record the number of years of professional library experience *and* other professional experience you have had *since* receiving your Bachelors degree.

Prof. Library Experience	Other Prof. Experience
☐☐	☐☐
44 45	46 47

Ignore the numbers next to the boxes—they are for data-processing purposes only.

15. Indicate your primary specific responsibility. *Check only one box.*

a.	General responsibilities (in a one-or two-person library)	☐ 48-1
b.	Administrative responsibility	☐ -2
c.	Abstractor or indexer	☐ -3
d.	Acquisitions or cataloging	☐ -4
e.	Bibliographer; literature searcher	☐ -5
f.	Documents or reports	☐ -6
g.	Editor or writer	☐ -7
h.	Information specialist	☐ -8
i	Reader service or reference	☐ -9
j.	Systems specialist	☐ -A
k.	Translator	☐ -B
l.	Library school faculty	☐ -C
m.	Self-Employed (consultant, etc.)	☐ -D
n.	Other	☐ -E
o.	Not employed in a library	☐ -F

16. Do you supervise other members of the library staff? Enter the number of professionals (librarians, abstractors, etc.) and the number of technicians and the number of clerks you supervise.

Professionals		Library Technicians		Clerks		Total		
49	50	51	52	53	54	55	56	57

17. Budget range allocated to your library/information center for current fiscal year. (Include salaries and benefits, contractual services, materials/supplies. Exclude rent.)

under $25,000	☐ 58-1
25,000—49,999	☐ -2
50,000—74,999	☐ -3
75,000—99,999	☐ -4
100,000—250,000	☐ -5
250,000—above	☐ -6

18. Check the job title which most closely matches your title.

Manager	☐ 59-1
Assistant/Section Head	☐ -2
Librarian/Information Specialist	☐ -3
Support Staff	☐ -4

19. Listed below are commonly accepted definitions for the job titles in question 18. How do your responsibilities compare with the description of your job title? *Check only one box.*

	Greater Than	Equal To	Less Than
Manager—full responsibility for budget and administration of library operation.	☐ 60-1	☐ 61-1	☐ 62.1
Assistant/Section Head—responsible for administration of a specific service area/department	☐ -2	☐ -2	☐ -2
Librarian—performs professional information services with little or no administrative responsibility	☐ -3	☐ -3	☐ -3
Support Staff—largely routine and clerical functions for the library.	☐ -4	☐ -4	☐ -4

20. Please check your SLA membership category.

Member	☐ 63-1
Member (Paid-for-life)	☐ -2
Associate Member	☐ -3
Student Member	☐ -4
Retired Member	☐ -5
Sustaining Member	☐ -6
Honorary Member	☐ -7
Non-Member	☐ -8

Please check to make sure that you have answered each question. As soon as you have completed the questionnaire, please mail to:

Special Libraries Association
Salary Survey
1700 Eighteenth Street, N.W.
Washington, D.C. 20009

***Please note change of address since the mailing of the survey.**